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Local Government SERVICE

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RESCUING THE COUNTRYSIDE

THE silence of the Government on post-war social reconstruction has caused some impatience among those (by far the majority) who are convinced that we must plan for it now. Two documents recently published, however—the Report of Lord Justice Scott's Committee on Land Utilisation in Rural Areas, and that of Mr. Justice Uthwatt's Committee on Compensation and Betterment—show that much progress has been made with the essential preliminaries of survey and inquiry. When the Beveridge Committee reports, as it is expected to do any day now, the Government will be furnished with a body of recommendations fundamental to no small part of the field. All three reports will need careful study by local government officers, both for their wider national implications and for their bearing upon the work (and possibly the machinery) of local government after the war. We shall discuss the Uthwatt and Beveridge Reports later, but feel it opportune to note some aspects of the Scott Report now.

National Planning Endorsed

THE committee's terms of reference were: "To consider the conditions which should govern building and other constructional development in country areas consistently with the maintenance of agriculture, and in particular the factors affecting the location of industry, having regard to economic operation, part-time and seasonal employment, the well-being of rural communities, and the preservation of rural amenities." So much of the Report relates to social conditions and services in countryside and village that it is surprising to find so little said of local government—which has dealt with these in the past, and must be looked to in future as the major agency for those measures of rehabilitation which the committee advocates.

In endorsing the recommendations which have been made in many quarters for the establishment of national planning machinery, the committee agrees that the local authorities must participate in the process of local planning, and recommends that the "primary local planning unit should be the county or county borough, and its surrounding area; or a combination of local government units comparable in area, resources, or importance," that "consultation between neighbouring planning authorities must be compulsory, such co-operation being a national interest," and that "where local authorites are carrying out their assigned part of a national plan, the expense should not fall on their own financial resources."

For the improvement of rural amenities the committee recommends that public utility services such as gas, piped water, and electricity should be more freely available, particularly in the villages, and in some instances contemplates an extension of distributive channels from the urban areas which are usually the seat of such services. It considers that parity of electricity charge between urban and rural consumers could be achieved without undue burden on the urban consumer, though one member, in a dissentient report, expresses different views.

The only other reference to the machinery of local government is contained in a recommendation that "the performance of certain duties should be incumbent on a properly elected parish council," i.e. not elected by show of hands. If the committee considered local government machinery at all, it evidently thought no radical change necessary in rural areas, but we doubt whether it did consider it very closely.

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Drift to the Towns

WHAT are the main features in the committee's analysis of present-day rural conditions and its recommendations for improvement? The Report points out that, according to the census returns of 1931, 80 per cent of the population live in areas classified as urban, and that, up to the outbreak of war, there was a continuous ebb from the rural areas to the towns. The main cause of this movement was the depression of agriculture and the greater degree of prosperity which industry could offer to the town worker. The committee assumes that it will be a post-war aim to improve agricultural prosperity, and expresses some confidence that the striking improvement effected in war-time will be maintained. It considers, however, that the ebb from the countryside was also due to the inadequate services in the countryside, i.e. housing, light, water, and to the attraction of the superior social facilities and educational opportunities available to the urban worker. There is much truth in this. Man is essentially a social animal and no one can pretend that the country and villages have presented the countryman with an attractive social environment for a long time past. The committee, therefore, places great emphasis on better housing, better educational and social facilities, and the provision of public utility services. The question which faces local government is how, and how best, these aims can be achieved.

In this connection it is interesting to notice suggestions which have been made for the establishment of a "single all-purpose authority" on an enlarged scale and embracing both urban and rural territory. It is idle to deny the attractive features of this proposal, as a means of simplifying the existing complex structure of local government, and of catering for the countryside through organs which may be capable of carrying services more adequately to the rural areas, and which would have substantial financial resources owing to their size. In aiming at an integration of services under unified control, the proposal also fulfils an administrative ideal for which there has been considerable support among contributors to this Journal.

Problem of Areas

EVEN from the administrative point of view, however, the question arises whether any area could in fact be found within which all services could be conducted, in the fullest sense, by one authority. There is much support for the view that some services require, in one way or another, outsize units. If a "single all-purpose area" is to accommodate these, or is scaled up to a size designed to avoid any authority of wider scope, it may be so large as to amount almost to a local government province. One wonders whether all services are suitable for so large an area as this, whether local spirit would not be lost, and whether such an area would be feasible from the electoral point of view and allow of really full and effective electoral representation and control.

Important, however, as the electoral and administrative factors are in such a proposal, the "marriage" of large urban and rural communities which it necessarily involves is a factor of no less importance, and perhaps even more difficulty. It is certain that there will be much sentiment adverse to such a combination. Some regard must be paid to sentiment in local government, though perhaps too much regard has been paid to it in the past, and it should not be allowed to stand in the way of imperative administrative reform, nor of arrangements which may bring benefits to the countryside, even through machinery which may be unfamiliar to the countryman.

The pertinent question is whether both types of community do stand to gain from a combination of this kind. There have hitherto been vast psychological differences between urban and rural communities. Are the needs of the two types quite the same, and can each appreciate the needs of the other? Can the countryman suppress his feeling that he should not be taxed for services and amenities which are peculiarly adapted to urban communities or which have to be carried on in the towns to a much higher degree than in the country, e.g. lighting, sewerage, and so on? Is the towns-

man prepared to bear the greater expense of carrying amenities from the town to the country?

Again, while no one will deny that full social and educational facilities should be available in the countryside, must they necessarily take the same form? Can the townsman be trusted to break away from his pre-conceptions and refrain from forcing facilities on the countryman in forms which have become stereotyped in the towns but which may require variation in the country? On the other hand, is it not already a complaint of the larger urban districts and non-county boroughs that they are prejudiced by the mentality of county councils which govern certain major services in their areas but which see them from the standpoint of a dominant rural element? If there are any differences as to the measure in which a particular locality within the all-purposes area should be catered for, considerations of financial onus may easily add fuel to any fire that may be generated from the friction of opposed psychologies.

Dangers of "Assimilation"

WE believe the animating purpose of such a proposal to be a genuine desire to provide a type of administrative machinery which will serve both types of community in their several and distinctive ways, questionable though it may be whether this result would in fact be achieved. But if the proposal rests upon a broad impression that the time has come when town and country can be "assimilated," it stands little chance of acceptance. It is being said that modern transport has abolished the differences between town and country. We believe this to be a cliché which hides the real truth, namely, that the relations of town and country have changed, not that town and country have become the same, or ought to be made the same. The gradual ebb from the countryside has, it is true, been offset by a movement of town population to the fringes of country around the towns and the country has been permeated by urban types of development. This has certainly led to an "assimilation" in some places, but an assimilation which we believe more and more people are coming to abhor. Nothing can be more dreary than a drab and uniform suburbia, and the fact that suburbia has spread so much is a token of our failure to plan a proper balance between town and country, and not a pointer to the type of development we should suffer or encourage. There may be some danger that it would be suffered under the type of administrative structure envisaged in the proposal under discussion.

Need to Restore the Town

IN so far as suburban development has been the result of individual personal desire, it has represented the townsman's desire to escape from the nineteenth century debasement of the town. Just as there is need to rehabilitate the country, so we need to rehabilitate the town. The true line of progress for the townsman consists in recognising that a town must be a town, and should be made a desirable place to live *in*. The old English town, the town that existed before the debasing effects of the industrial revolution, had dignity and amenity, its classes were not segregated as they are in the town of to-day, and all classes found their social requirements catered for within its compass. The best guardian of that ideal is the townsman, just as the best guardian of the country ideal is the countryman, though each needs the habitat of the other at times.

The virtues of the proposal must, in any event, largely depend upon the character to be assumed by the countryside after the war. The Scott Committee's views are therefore most material in the consideration of local government machinery. Its emphasis is on segregation, not assimilation. The committee takes the view that industry will not, even if left to itself, spread into the country quite so much as some have thought; and in any event recommends that it be directed, by planning controls, to existing or new small towns, and kept away from the villages and the countryside.

If it were recognised that some outsize services call for a local authority at a provincial level, it would be possible to bring most services together in enlarged primary areas which could group urban and rural communities separately without forced marriage, which would then be of much more manageable size than "a single all-purpose authority," and which would not put seats of local government at remote distances and prejudice full and effective electoral interest, representation, and control. And it is worth considering whether the true balance between town and country is not better, and much more likely to be, found at a provincial level of local authority, which could be lower than an outsize regional level, which could be related to planning, and which would, in fact, be the medium through which local government could be kept most fully associated with national planning policy—rather than in a single all-purposes authority in which the frictions of town and country would be exacerbated rather than eliminated.

The Battle Opens

SOME of these considerations have been discussed lately in a series of letters to "The Times" which have provided the first shots in what promises to be a lively, if unedifying, battle. Lord Kennet, vice-chairman of the A.M.C., fired the first salvo by urging the claims of that body's plan to reconstruct local government solely on the basis of the "all purposes" authority, including both urban and rural areas.

The Earl of Sandwich promptly replied with a heavy barrage in defence of the outraged county councils—and from the No Man's Land between them came a vigorous spurt of machine-gun fire from Sir Percy Hurd, president of the R.D.C.A., demonstrating that the rural districts were certainly not going to perish without a fight. From the flank, the Lord Mayor of Birmingham hurled a grenade at the Regional Commissioners, while by the time these words are in print the Urban District Councils' Association and the Non-County Boroughs' Association will doubtless have manned their menaced frontiers.

Each interest puts its case with force and sincerity. But is there, in the ranks of local government, nobody with the breadth of vision to survey the needs of the people as a whole, to ask what form of government would best suit them and, ignoring the claims of all the rival types of authority, to propound a scheme that would best meet those needs? Must intelligent reform always be stultified by the rivalry of entrenched and competing interests, or, in the words of Lord Reith in last month's planning debate, "Cannot these interests be subordinated to unbiased consideration of the tremendous issues at stake for the good of England and the English people?" Let us hope that the NALGO Reconstruction Committee at least will take the broad view. We believe that it will.

Government Wage Policy

FROM the recent debates in both Houses of Parliament it is clear that the Government is standing firm by its wage policy and refusing to yield to the demands of those—almost all representative of the "employing" class—who want to "freeze" wage levels, fix arbitrary wage "ceilings," or in other ways to stabilise the present position. What the Government's policy is was clearly stated by the Lord Chancellor in the House of Lords on September 30. It is to allow wage levels to be fixed by the well-tried method of collective bargaining, to encourage the fullest extension of that method, and, where it fails, to apply the remedies and sanctions of the Conditions of Employment and National Arbitration Order.

So far, Lord Simon claimed, the policy had worked. There had been no inflationary wage increases. The average rise in wage rates—between 31 and 32 per cent—had kept pretty closely in line with the rise in the cost of living.

The real criticism of the Government's wage policy is not that it has allowed wages to rise unduly, but that it has not done enough to ensure that the benefits of a rational and regulated wage system are equitably applied—in other words, that it has not seen to it that the rise should be equal all round. Where national negotiating machinery exists, the system has worked. Where it does not exist, or where, as in local government, it is not fully recognised and its decisions are not uniformly observed, there have been anomalies, hardships, and resentment.

Employers' Responsibility

IN this connection, all local government officers will applaud Lord Simon's desire "to impress in every way, both on combinations of employers and on combinations of workpeople, the responsibility they have—not a sectional responsibility, but a responsibility to the whole community, to the whole State, to the whole effort in which we are all engaged," to make collective bargaining work. NALGO can support that object with a clear conscience, for it has striven unceasingly to implement it, in the face of every rebuff—of which it has had many—and has loyally observed every agreement reached. The Association deplores that some of the local authorities have so far ignored the Government's appeal. When they have come into line with enlightened employers everywhere, when we have nationally negotiated and nationally observed salaries and conditions throughout the service, we know that NALGO will not embarrass in any way, as it has certainly not done hitherto, the measures that are needed—and will be needed long after the war is over—to prevent inflation. Such a catastrophe would hit us more than it would hit the majority of wage earners and we would spare no sacrifice to avert it. All that we have ever demanded is that the local government officer shall be fairly paid for the work he does and that the conditions of his labour shall be just and equitable. By those demands we stand today.

Do You Know Any Folklore?

HOW far do the traditions and superstitions of ancient folklore still flourish among us? To what extent is the spread of education, the influence of radio and films, the ending of former isolation by better transport, tending to abolish or to cast into new moulds the beliefs and customs which have been handed down from the remote past? Local government officers, and especially those whose work brings them into the closest contact with the people, in both town and country, are in a specially favoured position to answer these questions, and we have received from the Folklore Fellowship an appeal for their help.

The Fellowship is making a survey of the lore of our cities, counties, and villages, and it asks all members of NALGO, who come across any surviving examples to report them to it. Here indeed is a fascinating hobby for blackout evenings. All interested should send a stamped, addressed envelope to Mr. S. Jackson Coleman, F.R.G.S., F.R.A.I., honorary administrator of the Fellowship, at Bay View, Cemaes Bay, Anglesey. Mr. Coleman promises to send, in return, details of the information required, and of prizes and certificates which are being offered for essays on the countryside and its lore.

WE CAN HAVE EFFICIENCY WITH DEMOCRATIC CONTROL

By E. Bell, M.Inst.P.C., Cleansing Superintendent, Walthamstow

MANY of those who are considering local government reconstruction appear to take the view that, to attain the uniform standard of service and efficiency throughout the country which most people regard as an essential object of reform, some form of dictatorship is necessary. They forget the old saying: "Who pays the piper calls the tune." Unless we are to scrap the principles of democracy and adopt the evils we are fighting to overthrow, John Citizen must retain the controlling power, not only nationally but locally. Regional control may be satisfactory in war-time, when emergencies exist, but Heaven preserve us from such a method in peace-time!

I suggest that we could secure uniformity of services while maintaining democratic control by establishing three stages of local government:

1. A primary unit, to replace the present muddle of boroughs and districts, and having the powers now exercised by county councils;
2. A secondary unit, roughly equivalent to the present civil defence region, to co-ordinate the activities of the primary authorities in its area, to pass on information to them, and to act as a connecting link between them and the national body; and
3. A national body, which could be either the various Government departments or a separate body composed of representatives of the Government departments and of the second-stage authorities.

The primary authority must be a freely-elected local body, administering the affairs of its area—and here we come up against the first problem. No longer can we allow only a small percentage of the public to accept a sense of civic responsibility. Every individual possessing the right to vote must be compelled to exercise that right. The principles of government must be taught in our schools, so that future generations will be able to appreciate the difficulties and problems they themselves must face and to realise that they must accept responsibility for the government of the country. Only in this way will it be possible to ensure the correct interpretation of public opinion.

Small, Compact Areas

To secure efficiency, the area of the primary authority must be relatively small, as compact as possible, and of convenient size and shape. Areas which are too big are as bad as those too small. In them, heads of departments are out of touch with the intimate details of the organisation they control, and only too often decisions and supervision are left to juniors lacking in experience, with consequent waste. Many of the present-day units would be adequate; but some would have to be amalgamated with others to form an economic unit. In some cases it would be advisable to scrap entirely overlapping units, or to combine a particular service in two or more adjoining areas, on the lines of, say, the present joint sewerage authorities.

Each service administered will need its own departmental chief, staff, and committee. This alone will provide more efficient management through more intimate specialist control and proper co-ordination of effort within economic units.

To ensure that the best brains are available, the primary unit must be of such size as to be able to pay salaries sufficient to attract the right personnel.

How the various services are to be split up could be considered later, when a clearer view of the whole problem can be obtained. This should not be difficult, providing technical ability and qualifications are given first consideration when appointments are being made. Each department must be self-contained and yet so flexibly organised that co-operation between departments is easily achieved.

In this bold plan of local government reconstruction, Mr. Bell argues that three types of authority, local, regional, and national, with compulsory voting, paid and intelligence-tested councillors, and national scales of staff salaries and service conditions would provide uniform and efficient services, democratically controlled.

A Compulsory Standard

Who are these local units to be responsible to, and from which authority are they to receive their instructions? At present they can pretty well please themselves, and we have the spectacle of local dictators running affairs as they think fit without any consideration for the welfare of the public at large. Too many Acts of Parliament and Ministry recommendations and instructions contain the word *may*, and, as a result, powers are not always used and the public suffers from the lack of what should be considered essential services. Acts of Parliament should be compulsory and their adoption not left to the pleasure of a multitude of small representative bodies throughout the country. In this way a reasonable standard of public service could be maintained throughout the country. This should not be based on the standards maintained by the average authority now, but should be much higher. The standard would no doubt be lower than that of some of the more progressive local authorities today—but would be far above that of the majority.

It would also be necessary to empower each authority to extend the scope of compulsory services and to create further services wherever necessary. This latter power could be controlled by the secondary authority, which should be compelled to send details of any proposed additional service to all other authorities within its control with a view to its introduction throughout the area. The primary authority should have the right to send a deputation to the secondary authority to present a case for the proposed new service, and, should its arguments be rejected, to appeal to the national body.

In planning the secondary authority, we must get away from the idea of present county boundaries. The authority should not be executive, but purely administrative, and its duty should be to co-ordinate all the services of all the authorities within its boundaries, and to advise where necessary. Only too often today do we find that certain services within an area are administered by the county, whilst others are the pigeon of the borough or urban council, with a resulting wide variation of standards. The secondary authority also must be elected by the public, and in turn should be responsible to the national body, which would have direct contact with the Government.

The nationalisation of the services is going to need finance. How are we to raise the money? If we are to have a national standard of service, it is obvious that the funds must be raised on a national basis, and the fairest method appears to be by a nationally levied income tax to maintain the compulsory services, with a local income tax to pay for extra local services. The local tax could be collected at the same time as the national tax, thus obviating the need for an expensive local organisation.

This plan would spread over the cost of essential services so that the country dweller would have the same facilities as the townsman. This would assist in any movement of the people away from congested areas.

For the past three years we have found money to prosecute the war. Surely we can find the money necessary to carry out the reconstruction which must come afterwards.

Here, in broad outline, we have the basis for reorganisation of local authorities. What of the men and women who will control them? The essential requirements will be capability and opportunity. Both will entail expense to the individual concerned. The councillors will, in effect, act as a Board of Directors and, as such, will be entitled to remuneration. A standard of suitability, based upon educational and intelligence tests, should be laid down, preferably by a joint body representative of the government and of the various professional and educational associations. Acceptance of the position of councillor should entail the responsibility for being available at any time to attend to the duties of the post. Committees should be limited in personnel to about five, and should confine themselves purely to policy. Chief officers would, of course, attend their own committees, but, in addition to this, I suggest that periodic meetings of the chief officers of each service throughout the larger area should be held, at which each would present detailed reports of work carried out for free discussion. In other words, every chief officer would be compelled to account to his brother officers for his stewardship. This would have the great advantages of bringing expert criticism to bear throughout the district and of keeping everyone on his toes. No longer would the inefficient chief be able to "get away with it" by "telling the tale" to his committee, and steps could be taken to bring into line any authority which was not doing its job properly.

More and Better Services

Some readers may complain that adoption of these proposals would reduce staffs. Undoubtedly they would; how else are we to get efficient and economical operation? That does not mean to say, however, that we are merely to stand still in the service. What of the improved and extended services we could render to our fellow men? Are we still going to carry on in the old way, forgetting that the wealth of the country lies in its people? We already have our ante-natal clinics, school medical services, and cemeteries, but what of all the years of life intervening between the first and the last? Our duty should be to

(Continued on next page, at foot of column 1)

PLANS for CONFERENCE & N.E.C. ELECTION

WHEN the National Executive Council met in London on October 17, it had before it a letter from the president, Lt.-Col. E. J. Stead, stating that the General Secretary, Mr. L. Hill, had informed him on July 9 of his desire to retire on superannuation on May 31, 1943.

Subsequently, Mr. Hill was invited by Viscount Cranborne, the Colonial Secretary, to travel to Jamaica and advise the Governor on the reform of the local government system in the Colony. Lord Cranborne asked whether the Association would be prepared to release Mr. Hill early in the New Year.

The Council passed a resolution noting with regret Mr. Hill's wish to retire and recording its deep appreciation of the work he had done for NALGO over such a long and expansive period of its history. It was agreed to grant him leave of absence from the date of his new appointment until May 31, 1943, when his retirement will take effect, and the Council recorded its congratulations on the appointment and wished him every success in it.

Other important decisions of the N.E.C. included :

Annual Conference, 1943.—The Conference is to be held in London on Saturday and Monday, June 12 and 14. If a suitable hall can be obtained, annual meetings of the ancillaries will be held on Sunday, June 13. Only branches which have returned their summary sheets and subscriptions by December 31 will be allowed to send delegates.

Election of N.E.C. and Honorary Officers.—In accordance with the decision of the 1942 Conference, there will be an election for members of the N.E.C. next year, but it will be conducted through district committees. The following scheme was approved :

The divisional staff will act as returning officers in each district committee area ;

They will invite branches to submit nominations for N.E.C. representatives for each district and for the two women representatives ;

Voting for both district representatives and women representatives will be made by branches on the basis of their summary sheet membership on December 31. Ballot papers for district representatives will be counted by scrutineers appointed by the district committee, while those for women representatives will be sent to Headquarters and counted there.

Branches which have not returned summary sheets and subscriptions by December 31, will not be entitled to nominate or to vote ;

In the case of Scotland, each of the three electoral areas will be regarded as a separate district for voting purposes, with one representative for each area.

Nominations for the honorary offices will, as in the past, be restricted to the N.E.C. and district committees. Voting will be by branches and, as with the voting for the members of the N.E.C., will be based on summary sheet membership for the year ended December 31. Branches which have failed to return summary sheets and subscriptions by that date will be disfranchised.

NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS
Appointment of Temporary Assistant Solicitor

Applications for the above appointment are invited from solicitors who are over military age or otherwise exempt from military service. Salary £650 p.a. Subject to satisfactory service, the appointment will probably be for the duration of the present emergency. The person appointed will be required to devote his or her whole time to the duties. Applications, stating age, experience, and qualifications, with copies of two recent testimonials to L. Hill, General Secretary, NALGO, Croyde, Braunton, N. Devon.

NALGO and Civil Service Clerical Association.—Attention was drawn to a circular issued in June, 1942, by the Civil Service Clerical Association to all its members in food offices. Reporting on a conference of food office representatives held at Blackpool on June 2, the circular stated :

"Resolution 6, which proposed that food offices should cease to be controlled by local authority officers, caused much discussion. A letter was read from one branch which was opposed to the resolution. The feeling of conference was strongly in support of the resolution, although it was recognised that in many individual cases F.E.O.s and others are fair-minded, progressive people able to exercise reasonable control without being obsessed by their local authority experience and power. Nevertheless, the experience in large numbers of food offices has demonstrated only too strongly the dangers and inefficiencies arising from the virtual control of food offices by local authorities. Much evidence was given to show how the staff and the work has suffered at the hands of these autocratic and petty-minded officials."

On July 14, the general secretary wrote to the Civil Service Clerical Association pointing out that the circular had caused considerable resentment amongst local government officers, expressing astonishment that the C.S.C.A. should lend itself to attacks of this kind upon a large number of public officers who were carrying out intricate and important work under great difficulties, and strongly repudiating the sentiments expressed in the extract from the circular.

On September 8, Mr. W. J. Ellerby, of the C.S.C.A., who had signed the circular, replied as follows :

"The important point seems to me to be whether the extract quoted by Mr. Hill is accurate and fair comment. I hold strongly that it is both. As is pointed out in the circular, the conference was unanimously in support of the resolution criticising local authority control of the food offices. The resolution in question was circulated to the membership and all branches which were not sending delegates to conference were invited to express their opinions for or against it. With one exception, which was reported to conference, every single letter which was received was in support of the resolution and wholly critical of local authority control.

"There has been imposed on the staff in food offices lower rates of pay than those applicable to temporary clerks anywhere else in the civil service. That imposition arises because of the reactionary nature of local authority control not only in rural areas but even in large towns up and down the country. For example, for very many months local authority control in Newcastle-upon-Tyne was completely opposed to paying the appropriate civil service rates of pay and very strong official pressure had to be brought to bear to make them toe the line. As you will be aware, while the Ministry brought pressure to bear on large towns like Newcastle, it caved in under the general political pressure which was being exerted by numerous local authorities and agreed to the introduction of a sub-provincial rate in all food offices where the population is below 25,000.

"In no department in the service have we had such a deplorable exhibition of a failure to implement the national agreement on grading. Nine months after the agreement had been reached with the Treasury, only half of the promised promotions had been made in the Ministry of Food, despite considerable pressure from us, and today, some 15 months after the agreement, special steps are having to be taken to force food executive officers, who are in the main local authority officers, to concede by way of promotion what was granted in most departments in the service nearly a year ago.

"The criticism which I have had from branches in the Ministry of Food is that the comment in the food circular was much too weak and rather suggested that matters were much better than they really are. In the opinion of the people who have to work under this control, the general view throughout the country, with some exceptions, as we have indicated, is that it is deplorable that a major Government department should be subjected to such reactionary and antediluvian administration."

The N.E.C. decided to repudiate and to protest strongly against the statements made by Mr. Ellerby. The general secretary was instructed to write again to the C.S.C.A., pointing out that NALGO could accept no responsibility for the service conditions and salaries of food officers, which were entirely the concern of the Ministry of Food.

T.U.C. Affiliation Ballot.—A resolution on this subject submitted by the executive committee of the Sunderland branch was received. In this resolution, the executive committee expressed the view that it would be wrong to take a ballot now, when many members in the Forces would be unable to vote and in any case would not have before them all the facts upon which a vote should be based, while a large number of temporary officers, with no permanent interest in NALGO, would be able to vote. The branch has sent copies of the resolution to other district committees and asked them to support it.

National Arbitration.—It was reported that, in accordance with the instructions of Conference, copies of the Conference resolution on this subject had been sent to the Minister of Labour, the Minister of Health, the Secretary for Scotland, and the four associations of local authorities. The resolution stated :

"That this Conference, representing 110,000 local government officers, deplores the apparent attitude of the associations of local authorities to the Government's measures for ensuring that there shall be means of remedying grievances without resort to strike action ; expresses the opinion that a right to refer disputes on remuneration or other service conditions relating to the local government service to arbitration should be substituted for the

RECONSTRUCTORS' FORUM

(Continued from preceding page)

provide every service necessary for the well-being of the citizen. If he is ill, cure him ; if unemployed, find out why and remove the cause. Let his whole environment be designed and maintained to enable him to get the best out of life. Squalid surroundings must disappear and facilities be provided for recreation and education. All this can be done without interfering with private enterprise and business.

If the services are to be operated on such a national scale as outlined, conditions of service and salaries of the staffs must be nationalised. Let the various Ministries and the professional associations get together and formulate an agreed scale of salaries and conditions of service and apply it nationally and we shall see the disappearance of those familiar advertisements in which a local authority advertises for a professional man at the remuneration of a labourer.

It is impossible to get 100 per cent. from a staff unless it is happy and contented in its work. It has long been an outstanding disgrace to the nation that the people responsible for running the country are paid on a scale that would compare most unfavourably with salaries paid by commercial firms.

exercise of arbitrary power by employing authorities; and strongly urges that local authorities should not, as employers, be in a position of privilege in relation to employers in general."

"That, having regard to the readiness of the associations to adopt the principle of organised negotiation upon the salaries and general service conditions of local government officers, as has been amply shown by their recent participation in prolonged but ill-supported attempts to that end, they fail to appreciate the reason for or meaning of the resolution passed by the National Association of Local Government Officers."

Cost of Living Bonus.—The NALGO representatives on the National Whitley Council have been instructed to negotiate for an increase in the cost-of-living bonus more commensurate with the actual increase in the cost of living, and for the abolition of the present sex differentiation in the application of the bonus.

At the same time, the staff sides of all provincial councils are being informed that, since it was agreed that the bonus should be negotiated nationally, any departures from the award by provincial councils are deprecated.

So far, the third award has been adopted in full by 503 local authorities and with "ceilings" by 24 authorities, employing in the aggregate 83,200 officers. Very few authorities are now paying no bonus.

Equal Pay for Equal Work.—Following the Conference resolution reaffirming NALGO's adherence to the principle of equal pay for equal work and responsibility and equality of opportunity for women in the local government service, the Association is to prepare a pamphlet setting out its policy.

"Blue-Print for a Stronger NALGO."—The replies of the district committees to the proposals made in the article by "Critic" in LOCAL GOVERNMENT SERVICE have been referred to a special sub-committee.

Restoration of Pre-War Trade Practices.—In response to representations from NALGO, the Minister of Health has circularised local authorities drawing their attention to the desire of the Government that practices in connection with functions of local authorities which had been suspended or amended during the war should be restored after the war, notwithstanding the fact that they may not be specifically covered by the Restoration of Pre-War Trade Practices Act, 1942.

Increased Superannuation Allowances.—NALGO has submitted the following proposals for increases in superannuation allowances to the T.U.C. Advisory Committee:

Present Pension	Proposed Increase
Under £25 p.a.	70 per cent.
£25-£50 p.a.	65 " "
£50-£100 p.a.	50 " "
£100-£130 p.a. (married pensioner)	40 " "
£100-£150 p.a. (unmarried pensioner)	30 " "
£130-£200 p.a. (married pensioner)	30 " "

provided that no pension shall be increased by an amount greater than is sufficient to bring the total means of the pensioner up to £150 p.a. for an unmarried or £200 p.a. for a married pensioner.

Longer Working Hours.—Up to date, 46 local authorities have increased their working hours. Of these, 27 have adopted the National Whitley Council scheme for overtime payment without modification and 19 have made other arrangements.

Divisional officers are being instructed to take appropriate action wherever there is a variation from the national award.

War Service Pay Anomalies.—Some members in the Forces are having to pay superannuation contributions on full civil salary if any payment, however small, is made to them in supplementation of service pay, and on cost-of-living bonuses paid to their colleagues at home but which they are not receiving. Further representations on the point have been made to the Ministry of Health.

Institutional Staffs' Salaries.—Messrs. L. Bevan, W. R. Beevers, and C. A. W. Roberts were appointed as a sub-committee to consider salary scales for institution staffs, with power to co-opt.

Defence Areas and Bonus.—It was reported that in those towns in the defence areas which are receiving financial assistance from the Government towards rate expenditure, the Ministry of Health has refused to make grants towards the payment of cost-of-living bonus to officers above the Civil Service "ceiling" of £500 p.a. The Association is pressing for reversal of this policy.

Evacuation of Defence Areas.—Much concern has been shown by officers in the defence areas as to their position in the event of the areas being evacuated in the event of invasion or for other military reasons. NALGO has made strong representations on this point to the Ministry of Health, and is asking all authorities which may have to evacuate their populations to arrange for the authorities receiving the populations to take over the evacuated officers.

Membership Returns.—Branches which have failed to send membership returns for 1941 are to be reported to the district committees, which will be asked to investigate, and are to be warned that they will be disfranchised if they do not make the returns promptly. District committees are also being asked to make a comprehensive survey of all branches in their districts.

Woman Organiser.—A request from the Metropolitan district committee that the N.E.C. should appoint a full-time woman organiser was referred to the service conditions committee.

Bolton and War Service Pay.—Satisfaction was expressed at the agreement reached between Bolton corporation and the Bolton branch on war service pay after the House of Lords' judgment in the Bolton Case. Mr. A. Clark, Bolton, expressed the deep appreciation of the branch for the support of the N.E.C. and its officers in the conduct of the case, and Mr. F. H. Harrod, chairman of the council, acknowledged the patience and loyalty with which Bolton had awaited the conclusion of the litigation. The thanks of the council were extended to Mr. Blanco White, K.C., who conducted the appeal to the House of Lords, the honorary solicitor for England, and all those officers of the Association who had been concerned in the case.

Scottish Joint Industrial Council.—Contrary to general practice, representation on the staff panel of the Scottish J.I.C. has never been in accordance with the membership of the organisations represented, with the result that NALGO, although representing more than 90 per cent of the staffs concerned, has only six out of twelve seats on the staff panel. The N.E.C. has given instructions that at the next election the NALGO representatives on the staffs panel shall press for representation more closely in accordance with NALGO membership.

Approved Society.—In view of the balance of cash available, the grant for dental benefit has been increased from 50 to 75 per cent of the total cost, and grants towards repairs of spectacles have been resumed, both from September 21, 1942.

Benevolent and Orphan Fund.—An increased scale of allowances to meet the rise in the cost of living, operative from November 1, was approved. In view of the difficulty of obtaining unrationed food, the despatch of Christmas hampers will be abandoned for the duration of the war.

Honour for Mr. C. J. Newman.—Mr. F. H. Harrod extended the warm congratulations of the Council to Mr. C. J. Newman, on the award of the O.B.E. for his outstanding work in the air raid on Exeter. The award showed how well he and his colleagues had upheld the high traditions of the service. Replying, Mr. Newman said that the honour was shared by all local government officers in Exeter, who had carried out their work magnificently.

Mr. F. H. Harrod presided at the meeting and others present included Messrs. H. Allen, H. J. Altoun, E. F. Bacon, F. Bainbridge, F. D. Barton, W. R. Beevers, L. Bevan, J. Brown, S. H. Brodie, A. Clark, F. E. Cox, Miss E. Dawson, Messrs. A. B. Day, W. O. Dodd, J. Y. Fawcett, G. S. Fraser, A. A. Garrard, D. L. Griffiths, P. H. Harrold, J. L. Holland, W. E. Hudson, H. R. Jones, H. A. Jury, G. Llewelyn, S. Lord, E. H. Mason, A. B. Mills, C. J. Newman, T. Nolan, A. Denton Ogden, A. Pinches, E. L. Riley, C. A. W. Roberts, H. Russell, R. T. Shears, W. Strother, H. Taylor, L. H. Taylor, J. H. Tyrrell, J. H. Warren, R. Williams, E. A. S. Young.

NEW N.E.C. MEMBER
Mr. Frank Bainbridge

MR. FRANK BAINBRIDGE, the new member of the National Executive Council for the North Eastern district, is an assistant committee clerk in the office of the clerk of the Durham county council. He took an active interest in NALGO affairs (particularly on the social side) from an early stage in his local government career and for the past eight years has been a member of the executive committee of the Durham county branch.

Mr. Frank Bainbridge

When Mr. J. W. Vince resigned the secretaryship of the Durham county branch in 1939, Mr. Bainbridge was unanimously elected to fill the vacancy, and the smooth running of the branch, in which the work is both heavy and difficult, is a tribute to his zeal and efficiency.

He represents the branch on the North Eastern district committee, having a seat on the executive committee. His election to the N.E.C. bears testimony to the esteem in which he is held by members in the North-East, and he goes to the N.E.C. with the best wishes of a host of friends.

Provident Society

NEW procedure for the return of members' pass books after annual audit was approved at a meeting of the NALGO Provident Society committee of management on September 18.

In the past, it has been the practice to return pass books direct to each member after the audit, with a request that the member should examine the book carefully and, if he finds any discrepancies, communicate with the society's auditors.

In future, this practice will be maintained for all members still serving their local authorities. Pass books of members in the Forces, on the other hand, will be returned to the chairman, secretary, treasurer, or some other responsible official of the branch other than the local correspondent, to whom the members concerned have entrusted their pass books.

Mr. T. Nolan was appointed chairman of the committee of management and Mr. L. H. Taylor vice-chairman for 1942-43. The executive committee, consisting of Messrs. A. C. Eaton, T. Nolan, and L. H. Taylor was re-elected.

BOLTON MAKES UP WAR SERVICE PAY

Swift Sequel to Lords' Judgment

THE decision of the House of Lords on September 7 in favour of NALGO in the "Bolton Case" has had a speedy and welcome sequel. Bolton Corporation has decided, without requiring NALGO to take it before the National Arbitration Tribunal, to reverse its previous refusal to make up the war service pay of members of its staff in the Forces.

Within a few days of the publication of the Lords' judgment the council, by 60 votes to six, agreed to negotiate with NALGO, and appointed a committee of five to conduct the negotiations. This committee met the divisional secretary and four representatives of the Bolton branch on September 23, and after a discussion lasting all day, agreed on proposals for submission to the branch and the corporation. These proposals were reported to a special meeting of the service conditions committee of the National Executive Council on October 1, and that committee decided that, provided they were accepted by the Bolton branch and the corporation, the dispute should be withdrawn from the National Arbitration Tribunal. Since they have now been approved by both branch and corporation, the dispute has been withdrawn, and the settlement stands. Its terms, briefly, are as follows:

All permanent whole-time employees of the corporation, including teachers, police, workmen, and former members of the Bolton fire brigade, together with other employees who had completed twelve months' continuous service immediately before September 3, 1939, shall have their war service pay supplemented as follows:

(*a*) Married employee with dependant child or children—the full difference between war service pay and civil pay;

(*b*) Married employee without dependant children and unmarried employee with one or more dependants—85 per cent of the difference between war service pay and civil pay (with the promise of special consideration and a possible increase in the allowance in cases of undue hardship);

(*c*) Unmarried employee without dependants—60 per cent of the difference between war service pay and civil pay.

Civil pay is defined as the pay which the employee would have received had he remained in the service of the corporation, including war bonus. War service pay is defined as including all service allowances, together with a subsistence allowance calculated on the following scale:

Where civil pay does not exceed £200 p.a.—10s. p.w.

Where civil pay is between £200 and £300 p.a.—15s. p.w.

Where civil pay is between £300 and £400 p.a.—20s. p.w.

Where civil pay exceeds £400 p.a.—25s. p.w.

These payments will be applied retrospectively from the date of joining the Forces or civil defence to all employees who joined after September 3, 1939, and to any who joined before that date with the permission of the council.

While this settlement falls short of NALGO's claim that the corporation should make up war service pay in full, the Bolton branch regarded it as satisfactory, particularly in view of the inclusion of war bonus and the fact that each man in the Forces will have his pay supplemented from the date of his joining up. It must not, however, be regarded as in any way setting a new standard which the Association is prepared to accept elsewhere.

NALGO is now reviewing the position of the staffs of all those local authorities which have hitherto failed to supplement war service pay adequately or at all, and of those authorities which have refused to pay a cost of living bonus on the scale recommended by the National Whitley Council. Every case in which agreement cannot be reached will be referred to the National Arbitration Tribunal.

"What—still no razor blades?"

As we recorded last month, Headquarters has received many messages of congratulation on its victory in the hearing of the Bolton case before the House of Lords. Of a large number of published comments, one of the most interesting appeared in a long article on the judgment and its significance published in the October number of the "Transport and General Workers' Record," official journal of the Transport and General Workers' Union.

After describing the judgment as one of great importance to the employees of local authorities, "as far-reaching in its effects as the Taff Vale judgment" although, unlike the latter, favourable to trade unionists, the writer adds that NALGO "has rendered a great service to employees of local authority by fighting out this issue right to the highest tribunal in the country, and it is to be congratulated on its success."

These welcome congratulations are echoed in the "Whitley Bulletin," journal of the staff side of the Civil Service National Whitley Council, which adds that "the case is of great importance to local government officers and, in its wider implications is of interest to all in the trade union movement."

Other appreciative comments include:

Bolton branch.—The following resolution was passed enthusiastically at a meeting of the branch executive committee on Sept. 30:

"That this executive committee of the Bolton and district branch of NALGO desires to express its very deep sense of gratitude to the officers and members of the National Executive Council, to the staff of the Association, and to all who have in any way assisted in prosecuting the 'Bolton test case,' and offers its heartiest congratulations to all concerned in this outstanding achievement."

Reporting this resolution to Headquarters, the branch secretary wrote: "Its terms are a very inadequate expression of the appreciation that is felt by all members of my branch, and especially by those serving in the Forces who will most directly benefit. I have already received many expressions of thanks, and there can be no doubt that NALGO's successful promotion of this issue will serve to establish the Association in the respect and the affections of its members.

"I am desired by the executive committee to make special reference to the services rendered in connection with the case by Mr. H. Corser, our divisional secretary and national Whitley officer. Throughout the long period over which the Bolton dispute has extended, Mr. Corser has been in constant touch with the branch, has always been ready to place himself at our disposal, and has devoted himself to the case with an energy and efficiency of which it is impossible to speak too highly."

North Western and North Wales district committee (in a resolution): "This committee has learned with the utmost satisfaction of the judgment of the House of Lords in the Bolton case and expresses its deep appreciation of the efforts of the N.E.C., the Association's staff, and all who have advised or assisted them in the prosecution of the case. Especially does this committee desire to pay tribute to the outstanding services rendered by the divisional secretary and national Whitley officer (Mr. Haden Corser) who has played so prominent a part in bringing the case to a successful issue."

South Wales and Monmouthshire district committee: "Heartiest congratulations to the National Executive Council and the officers concerned on the wonderful achievement."

Birkenhead branch (in a letter to the divisional secretary): "No other single decision has meant so much to NALGO. For your enthusiasm, energy, and determination to secure justice, the whole of our Association membership owes you a deep debt of gratitude. . . . It is the most significant event in our history and one which must have a profound influence on national policy."

Essex county council branch: "Hearty congratulations upon the successful outcome of your persistent efforts in what must at times have appeared almost insurmountable obstacles. The success . . . will undoubtedly have far-reaching effects, to the benefit of local government officers generally."

WEEK-END SCHOOL FOR RECONSTRUCTORS

THE week-end school on Reconstruction organised by the Metropolitan Area Education Committee and the L.C.C. branch, in conjunction with the Institute of Public Administration (announced in the August journal and held on September 12-13) proved highly successful.

Attendances at all three sessions were good, the total of entries reaching 160, and representatives were present from the National Council of Social Service, Toynbee Hall, the British Institute of Adult Education, and the Town and Country Planning Association.

Mr. J. H. Warren, M.A., D.P.A. (town clerk of Slough and chairman of the NALGO Reconstruction Committee) took the chair, and papers read by Mr. G. D. H. Cole (secretary of the Nuffield Social Survey) on "Reconstruction in the Civil and Municipal Services," and by Lady (Shena) Simon on "Some Post-war Educational Problems" aroused interesting and varied discussion. Emphasis was laid on the need for wider educational opportunities for entrants to the local government service, concurrent with their work, and on the importance to the service of mobility of officers between departments and authorities.

In addition to these papers, an informal discussion on the part to be played in the social services after the war by voluntary effort was opened by Mr. John P. Fletcher (of the Society of Friends' Service Council) and Mr. A. A. Garrard (Secretary of East Ham Education Committee).

ANY QUESTIONS?—NALGO 'Brains Trust' Gives You the Answers

Does the Service Need Graduates?

1. Many critics of the local government service suggest that its calibre would be improved by the recruitment of a greater proportion of university graduates, able to bring a wider background in the humanities to the problems of administration. Does the Brains Trust support this view and, if so, how would it recommend that it be given effect without prejudice to the promotion prospects of officers who have started at the bottom of the ladder?
—"*Ambitious*," *London*.

MR. ROBERTS.—Yes, I do support the view. For many years before the war NALGO's educational policy was based on the idea that the local government service would be materially improved by the recruitment of a greater proportion of university graduates. The difficulty was, how could this be done without prejudice to existing officers, who had in the words of the question "started at the bottom"? It was therefore decided to approach all the universities of England, Scotland and Wales, with the object of establishing diploma or degree courses in Public Administration for local government officers, so that existing officers might qualify themselves to be "level pegging" at the age of 26 or 27 with the university graduate coming into the service at the age of 21 or 22.

This campaign met with great success. The universities of Liverpool, Manchester, Durham, Oxford, Glasgow, and London established such courses and were assisted financially by annual grants (which still continue) from NALGO.

MR. HARROD.—I agree that the service *would* be improved by the recruitment of a greater proportion of university graduates. But I want this recruitment to be from the ranks of local government officers themselves, who should, if capable, be granted leave of absence and assistance by their authorities to enable them to qualify for a university degree suitable to the particular activity in which each desires to make his or her career. In this way promotion prospects of officers who started at the bottom of the ladder would not be prejudiced, but improved.

MR. HILL.—I, too, should prefer the proportion to be made up by seconding proved ability from the local government service to the universities. The advantage is two-fold: firstly, you are sure of the ability of the officers concerned; and, secondly, the student knows what he wants to learn and learns it.

MR. ALLEN.—There *are* certain posts requiring a degree qualification, but I am opposed to introducing a system which would mean that only graduates occupied senior posts. Whilst the products of our educational system should not be excluded from the administrative staffs of local authorities merely because they graduate at an age beyond the normal recruitment age, equally they cannot expect to enter the service in an advantageous position over those who have been through the invaluable training offered by entry at 16.

"Enter the service in an advantageous position."

MISS HOWIE.—Surely it is clear that the service would benefit if all officers were given the opportunity of a university education, thus uniting the academic with the practical.

MR. METCALFE.—But that isn't what the question asks. It suggests bringing in men and women direct from the universities, and on that I should say that, in my experience, the best type of administrative officer is the man who has had extensive training in the school of hard experience. I doubt whether your graduate, endowed with much book learning but no practical experience, would bring to the service any background in the humanities.

MR. NORTON.—I wonder whether the questioner knows the definition of humanities—"branches of polite and elegant learning"—and is using the term deliberately with his tongue in his cheek? In theory, the higher the standard of education the more efficient the entrant, but it doesn't work out in practice. I recall a university graduate who spoke three languages fluently, could—and did—talk for hours on theology and philosophy but couldn't write legibly nor add accurately, and was a complete failure as a wages clerk. I have also known elementary schoolboys with quick, clear brains, energy, and self-confidence whom I would jump at if I were an employer. The point is that a general university education doesn't necessarily make a man more fitted to do a particular job—the training and the job must have some relation to each other.

MR. METCALFE.—That's true, Norton. Moreover, the officer who most keenly appreciates the problems and needs of the ratepayers (not to mention the whimsies of their elected representatives) is the man who has profited by contact with them over a number of years.

MR. MILES.—Certainly, the present method whereby local government administrators start at the bottom of the ladder ensures that those who arrive at the top are at least fairly conversant with the technicalities of their profession. But remember, Metcalfe, not all "technical" men are good administrators, and only the "big" men arrive at the top with a broad or broadened mind, a wide vision, and a passion for the common weal.

MR. NORTON.—Are you assuming that a university degree is a guarantee of exceptional ability? It's not—it's an indication of parental influence and, until all education is free and educational opportunities are equal, it can be nothing else. Don't forget that local government exists mainly to alleviate the lot of the poorer citizens. I can't believe that the university product from a well-to-do environment is, simply by virtue of his educational training, more fitted to understand their problems than the man who has lived nearer to their level.

MR. MILES.—Let me conclude the discussion with a suggestion in line with what Hill and Harrod said. Assuming that our system of education is not to be revolutionised, potential local government administrators should study their subjects at the university and, at the same time, do some part-time routine work in council offices. The young lad who comes from school at 16 or 17, and who is ambitious, should be given the opportunity for wider study, and all the universities, technical colleges and schools should have part-time day, as well as evening, classes in local government administration.

At present, officers whose promotion prospects are, or would be, prejudiced by the entry of graduates, are those who have studied to fit themselves for posts of responsibility. Those who are willing to remain anonymous cogs cannot claim to be affected, and such a system as I suggest would enable the best men in each class to come to the top.

MR. ALLEN.—May I add—the universities should accept from the local government service one entrant for every graduate accepted into the service, thus giving officers equal opportunity for training and degree qualification.

For its third session this month the "Brains Trust" consists of

- **F. H. HARROD, Director of Education at Coventry, and Chairman of the N.E.C.**
- **C. A. W. ROBERTS, Manager of Walton Hospital, Liverpool; Senior Vice-President; and Chairman of the Education Committee.**
- **H. ALLEN, Senior Clerk, Treasurer's Department, West Riding C.C., and Chairman of the Service Conditions and Organisation Committee.**
- **P. H. HARROLD, Town Clerk of Hampstead; Hon. Solicitor for England; and Chairman of the Law and Parliamentary Committee.**
- **H. NORTON, Assistant Claims Superintendent, Transport Department, Sheffield; Chairman of the Sheffield branch; a member of the Yorkshire District Committee (and better known to most readers as "Jackass").**
- **T. J. METCALFE, Inspector of Weights and Measures, Smethwick; Secretary of the Smethwick branch; and former Secretary of the Brighton branch.**
- **M. J. MILES, Education Department, Coventry; and Editor of "Camera Principis," the Coventry branch magazine.**
- **Miss M. HOWIE, Transport Department, Glasgow, and a member of the Executive Committee of the Glasgow branch; and**
- **L. HILL, General Secretary of NALGO.**

The "Brains Trust" is prepared to answer, to the best of its ability, questions of all kinds dealing with Association policy, plans, organisation, history, and objects. Questions (which may be submitted over a nom-de-plume, but must be accompanied by the name and address of the sender, as a guarantee of good faith) should be sent to the Editor of LOCAL GOVERNMENT SERVICE, at 27, Abingdon Street, Westminster, London, S.W.1.

Clerks—or Commandos?

2. Does the Brains Trust consider that "clerical work" is a suitable job for able-bodied, healthy men between 21 and 41?—E. C. (Glasgow).

MR. ALLEN.—The answer is plain "Yes." If the questioner is serious, why put in any ages?—or does "E. C." think anyone, after reaching 41, or 51, or any other age, may "descend" to clerical work? Will it be that mere man may soon be cheered at Conference by a feminine N.E.C. and women delegates for daring to suggest (speaking through his beard) "equal pay for equal work?"

MR. NORTON.—There's a fallacy in this question—E. C. asks whether the work is suitable to the worker, whereas the only sensible question is whether the worker is suitable to the work. Because a man has good muscles it doesn't mean he should not use his brain, any more than the possession of a brain should prevent him using his muscles. If the questioner's idea

"As manly as that of the male ballet dancer."

is that he would reserve clerical work for those of enfeebled physique or admit entrants for clerical work at 41 (presumably with no previous experience of such work), I would only say that nothing would be more likely to stultify progress and produce chaos.

Perhaps by "clerical work" he means copy-jobs. But if he fills those with invalids, where is he going to recruit his lesser administrative staff from—who eventually fill the higher posts? Can he conjure them out of thin air on their forty-first birthdays?

MR. HARROD.—Yes, the questioner seems to think that the only suitable job for able-bodied, healthy men between 21 and 41 is some form of heavy manual exercise. He apparently does not envisage that an able-bodied, healthy man may also have a healthy brain, by using which he can give more service to the community than by manual labour.

MR. HILL.—Well, ordinary clerical work strikes me as being about as manly as that of the male ballet dancer or the male chorus of a musical comedy!

MR. MILES.—But what is my healthy body to do? Lay gas mains and sewers?

MISS HOWIE.—I presume the question refers to peace-time; therefore *my* answer is yes. Somebody must do clerical work, and if a man likes doing it and is good at it, I see no reason against it. I think one should do the job for which one has an aptitude. And, E. C., why a man, rather than a woman?

A Baedeker of Authorities?

3. Would it not be of advantage to NALGO and to its members for the Association to prepare a dossier for each local authority, giving details of its status, services, attitude to NALGO, and record in respect of Whitleyism, service conditions, etc., these details to be made available to all members seeking appointment? Further, would it not be desirable for NALGO to devise a trade union "hall-mark" which local authorities could use when advertising vacancies?—*G. H. Wells, Worthing.*

MR. MILES.—An excellent suggestion! It should greatly help those seeking appointments to avoid local authorities on the black list. Whether authorities would consent to use such a "hall-mark" is another matter!

MISS HOWIE.—But is such an elaborate scheme necessary? Surely any information of the kind required can already be obtained from the secretary of the local NALGO branch. I would, however, answer "Yes" to the second part of the question. Such a "hall-mark" would be very useful as an indication that appointments carried the best conditions which could be obtained.

MR. HILL.—I don't think a dossier of the kind suggested would be practicable, since it would be out of date before it was completed. But one of the many "crack-brained" ideas which I have tried to get NALGO to adopt

for many years is to "star" local authorities according to NALGO's estimate of the general standard of service conditions in each. It would be simple but effective. It would have the effect of letting each local authority know where NALGO placed it in the category of importance and for fair dealing. It would be as reliable an indication to the local government officer who was seeking a new job as the same system to someone seeking a reliable hotel when travelling.

MR. METCALFE.—Well, I don't like the idea—it savours of the three-star method of film critics' awards. Besides, who is going to award the stars? Members seeking new jobs can get much useful information on the status and services of each local authority from the Municipal Year Book. And, as Miss Howie pointed out, we can get a frank, if sometimes coldly analytical, report on an authority's attitude to NALGO, Whitleyism, service conditions, etc., from the branch secretary. From time to time I have received such requests. My handwriting has never been good, but I was rather perturbed, if somewhat amused, to hear from one inquirer that I had been brutally frank in describing a chief officer about whom he had inquired as "a real stinker." In point of fact I had written of him as "a real thinker"! My comments are now typewritten!

MR. ALLEN.—I, on the contrary, entirely agree with the suggestions in the question. There are many excellent reasons why we should adopt a "grading" scheme from 4 stars for a first-class authority complete with all service conditions frills, down to black-listing those below par.

MR. HARROD.—But isn't NALGO, through its divisional officers and headquarters staff, already familiar with the character of every local authority in the country? If any member wants information on the points named in the question, he can always obtain it from the Association, or, as Metcalfe suggests, from the branch secretary.

MR. NORTON.—There seem to be more Noes than Ayes to this question, but I think the N.E.C. might usefully consider the idea when times are more normal. The big snag is that among our own ranks there are far too many who would still be ready to accept a cut-price job with a bad authority in order to climb another rung of the all-too-narrow ladder.

Perhaps the day may come when particulars of all experienced officers requiring a change could be listed at Headquarters, with full details of their qualifications and achievements, so that authorities requiring staff could inform the Association, who would circularise officers on the list.

Naturally, if the authority were on the NALGO black list no such facilities would be available to it, and any public advertisement by it would be followed by a NALGO circular advising officers not to apply for the job. But, looking forward, I think the real answer is that, in time, local government will be so much under national control that not only will salaries and service conditions be nationally regulated but promotions will be made by some central body from one authority to another.

Should We "Clock In"?

4. Would not the interests of the public and of local government officers be advanced if a "clocking in and out" system were introduced for all staffs?—"*Time-keeper,*" *Leicester.*

MISS HOWE.—Yes. In my experience there are many people who need a clocking-in system to keep them from strolling in late—through no fault of their own, of course, but simply because their otherwise exemplary watches always choose the hour between eight and nine to have tantrums, or because their bus route happens to specialise in breakdowns, or because it's the first Monday this week, or for some other equally good reason! These people do not resent clocking-in, but look upon it as a good joke against themselves.

MR. METCALFE.—I disagree—not because I regard clocking in as undignified, but because local government officers are not governed by the time factor as are manual workers.

In general, time recording is resorted to solely as a means of computing a worker's wage entitlement. It is based on two factors—the worker's right to a certain wage rate (frequently per hour) for a basic week and, his right to additional remuneration for extra hours worked or, conversely, his liability to deductions for loss of time.

Since it is the general practice in local government to require officers to devote the whole of their time to the duties of their office, to require "overtime" to be worked normally without additional remuneration, and to base remuneration on an annual value, the introduction of any system of "clocking in and out" would be foreign to the accepted standards of conditions of employment.

MR. HILL.—That may be so—"normally." But now that local government officers have

"Most of us would respond to an appeal to our better selves."

demanded payment for overtime, the clocking-in system may be a necessary corollary. There is, of course, quite a lot of clocking-in today, though it usually takes the form of signing an attendance book, in which a line is drawn a minute or two after the time the office opens.

MR. NORTON.—Well, I clock in and out on a time recorder, and I see no reason to object.

A wise executive officer draws a mental distinction between the man whose job makes frequent calls on his leisure and the lucky fellow who can lay down his pen "on the dot" every night. I mean, that it isn't good policy to tread heavily on an officer's toes for being five minutes late if he was working overtime three or four hours the night before.

If—or should I say when?—overtime is paid for, then I think there is a better case for insisting on "clocking in"—paid overtime gives no shadow of excuse for late arrival.

The drawback of any time-recording system is that a man may arrive five minutes late and start work at once, and work hard. His colleague may arrive ten minutes early, and not start work for half an hour.

The general objection to clocking in is based on snobbery—we all like to pretend we hold jobs of such importance that we are not tied to the clock like the ordinary "wage-slave."

MR. MILES.—No, not snobbery. I object to clocking-in because it would be a condemnation of the officer and a sad reflection on our honour. Of course, being human, we all fall from grace and some system must be applied. But I suggest that ruling a time book at a certain time, and sensible supervision in each office, should suffice. Most of us would respond to an appeal to our better selves (if renewed often enough).

MR. ALLEN.—Aren't some of you, like the questioner, falling into the error of thinking of local government officers as exclusively "desk slaves" in the town hall or council offices? I wonder if you realise how many are employed away from the pivotal centre of administration? How would you cater for them? My answer to the question is NO.

MR. HARROLD.—I agree with Metcalfe and Allen. In my experience, clocking-in is unnecessary. The man who works by the clock in these days is not doing his stuff; the clock mentality should not be encouraged.

BRADFORD STILL PROCRASTINATES

NALGO's dispute with Bradford city council, arising out of the attempt made by the former chairman and vice-chairman of the finance committee to prevent Mr. N. Dracup, a member of the staff, from engaging in NALGO activities, is becoming more and more like one of those old-fashioned film serials in which each instalment, after giving promise of a happy ending, ends by leaving the plot more tangled than before.

Last month, we explained that we were still unable to record the council's final decision because we had failed to reckon with its skill in procrastination. We did, however, suggest that, in view of the council's unanimous resolution pledging itself to "grant full freedom and right to its employees to elect, under reasonable conditions, representatives to such organisations as are recognised agencies for the protection of their interests," the finance and general purposes committee, to which the question had been referred, would have no difficulty in restoring to Mr. Dracup the right to accept those positions in NALGO to which his colleagues had elected him. We were too optimistic.

The committee, which consists of the full council, met on October 6. It had before it the report of the committee of inquiry reported in the October LOCAL GOVERNMENT SERVICE and a letter from the Association's divisional secretary asking two plain questions:

1. Is Mr. Dracup now free to resume his various offices in the Association (local, district, and national) without any alteration of his duties as an officer of the Corporation?

2. Can an assurance be given that neither Mr. Dracup nor any other member of the Association who gave evidence at the inquiry will be penalised in any way?

The finance and general purposes committee decided to adopt the report of the committee of inquiry. To its credit it gave the assurance of non-victimisation asked for in NALGO's second question, but it evaded a direct answer to the first question, merely instructing the town clerk to forward to the divisional secretary a copy of the resolution quoted above.

In view of this indecisive reply, the divisional secretary wrote again to the town clerk as follows:

"In expressing appreciation of the very definite assurance given in relation to the second point, I feel bound to comment on the absence of an equally specific reply to the first point which quite obviously was, and still is, of the utmost importance in view of all that has transpired.

"I was, of course, aware of the terms of the special resolution approved at the meeting of the city council on 15th September, 1942, which my Association welcomes as a general interpretation of policy. In the absence, however, of a precise interpretation of that resolution in relation to Mr. Norman Dracup, the question arises immediately as to the meaning of the words 'under reasonable conditions.'

"The members of the city council are fully aware of the conditions attaching to this particular case, and it is vitally necessary that neither Mr. Dracup nor the Association should be left to act on assumptions.

"The question can be submitted simply in this form. Is Mr. Dracup free, under the resolution of the city council, to resume his various offices in the Association without any alteration of his existing duties as an officer of the corporation?

"If you are not in a position to give, in the form of a ruling, an answer to the above question, I would respectfully ask that this letter be submitted to the city council on the 13th instant, so that the matter may be finally settled."

This letter was submitted at the city council meeting on October 13th, but it was immediately moved, seconded, and resolved that the letter lie on the table. No discussion was allowed on either the letter or the motion.

At a later stage, when the minutes of the finance and general purposes committee were submitted for approval, several members attempted to introduce a discussion, but the Lord Mayor ruled that, as the committee had been given authority to deal with the matter as it thought fit, no general discussion could be allowed.

BENEVOLENT & ORPHAN FUND

Change of Headquarters Address

The Headquarters of the Benevolent & Orphan Fund administration has returned from Croyde Bay to London and all correspondence dealing with the Fund, except remittances, should in future be addressed to the general secretary, 27, Abingdon Street, Westminster, London, S.W.1. Remittances should be sent to NALGO Centre, Croyde, Braunton, N. Devon, as hitherto.

The last item on the agenda was a notice of motion by Councillor A. W. Brown (chairman of the committee of inquiry) in the following terms:—

"That the council record their disapproval of the action of the chairman and deputy chairman of the finance and general purposes committee and the city treasurer in interfering with the trade union activities of Mr. N. Dracup, of the city treasurer's department, on the ground that such action was contrary to the policy and practice of the Bradford corporation; and that the National Association of Local Government Officers be informed of this decision, and that Mr. Dracup is now free to resume his various offices in the Association without alteration of his present duties on that account."

Discussion of this motion continued for over an hour and a half, despite an attempt to apply the closure. When a recorded vote was finally taken, the motion was rejected by 38 votes to 21. An analysis of the voting suggests that the result was dictated by party considerations. Thus, instead of a direct answer, the vital question submitted by the Association has been met with the evasiveness that has characterised the attitude of a large section of the members of the Bradford city council throughout the prolonged consideration of this matter.

The Association would be acting reasonably and well within its rights if it now acted on the assumption that the special resolution relating to the rights of employees means what it says, but the fact that the council has abstained from giving an unequivocal "yes" or "no" has left us wondering. Are we to believe that the members of the Bradford city council are incapable of giving an interpretation of their own resolution? If not, why do they decline to answer a straightforward question?

Clearly the matter cannot be left in its present unsatisfactory state, and despite all the lengthy discussions, we maintain that the city council must face the issue, instead of avoiding it.

NALGO CONSULTATIVE COMMITTEE

MANY points of special interest to professional and technical officers were discussed at a meeting of the NALGO consultative committee on October 16. The committee is composed of representatives of NALGO and of the 32 sectional and professional associations affiliated to it. Topics raised included:

Re-employment of Superannuated Officers.—NALGO reported that it had taken up with the Ministry of Health the anomaly under which officers pensioned under the Poor Law Officers' Superannuation Act, 1896, who return to local government employment, may not be paid more than the difference between the salary of their new appointment and the amount of their pension. The Ministry had agreed in such cases, as a war-time measure, to sanction payment of a sum (not being more than the superannuation allowance), which would bring the total emoluments of the re-employed officer to the amount of the salary upon which his superannuation allowance was calculated.

Dissatisfaction was expressed with this decision, and it was decided to ask NALGO to press for a ruling which would allow the officers affected to retain the whole of the pensions they had earned, irrespective of any other remuneration they obtained on returning to employment.

Personal Injuries (Civilians) Scheme.—NALGO reported that, in the view of the Ministry of Home Security, the war service injuries provisions of this scheme were never intended to apply to local government officers employed on civil defence administrative and organising work, and that any claims they might make for compensation for injury (other than war injuries) should be dealt with under the conditions of their service under the local authority. This principle was strongly criticised, speakers pointing out that its application might involve serious hardship to civil defence controllers, surveyors, and others who, though they shared all the risks of direct members of the civil defence services, would be deprived of the same protection. It was agreed that NALGO should press the Ministry for a more satisfactory decision.

Higher Pensions.—NALGO reported that the TUC Advisory Committee had been asked to bring together all the associations interested and jointly to make another determined effort to induce the Government to modify its present refusal to concede any increase in the pensions payable to superannuated officers. Details of the proposed increases are given on page 229.

Nurses' Salaries.—Mr. C. A. W. Roberts (NALGO), chairman of the staff side of the Rushcliffe committee, reported that, while at present details of the committee's work must remain confidential, it had made substantial progress and hoped soon to publish an interim report. Some criticism was expressed at the delay of the committee in completing its work, and the meeting passed a resolution expressing dissatisfaction with the present position.

Representations to Government Departments.—The National Association of Administrators of Local Government Establishments suggested that NALGO should ask Government departments to consult it and/or the appropriate sectional society before drafting circulars and instructions which local government officers would have to administer, and that representatives of the appropriate societies should be included in NALGO deputations to the departments when any subject affecting sectional interests was being discussed. On the first suggestion, it was pointed out that NALGO was already consulted on many broad issues, and that on others the departments rarely had the time for detailed consultation. On the second, the NALGO representatives explained that, since almost every deputation dealt with matters affecting the whole service, it would be impracticable to include representatives of all the 32 sectional societies. Wherever a problem did concern the interests of a section of the service, the Association always tried to bring into consultation the most appropriate representative of that section.

ONE of our war problems as a branch, and one probably encountered elsewhere, has been the difficulty of providing social entertainment for our members without laying ourselves open to that easy criticism to which public servants are so susceptible. Our last branch dinner—a very economical affair actually—was roundly condemned editorially in the "Buttercup Advertiser" as "unseemly junketing" and "sabotage of the nation's Food Front by those whose special care should be to set and maintain such a standard of conduct as could serve for an example to less fortunate mortals who, having patriotically paid their rates and taxes, have naught to spare for gastronomical indulgence." Readers were invited to contrast our harmless social gathering with the spirit of heroic sacrifice which, at that moment, was stemming the German hordes at the ice-bound gates of Moscow. The readers responded readily, and for weeks no member of the Council staff could join the comfortable group of regulars round the hearth of the "Lamb and Lion" without being made to feel the contempt of those hardy self-sacrificing patriots for food-hogs like himself. We simply dared not hold another dinner.

We did venture to arrange our usual Carnival Ball two months ago, and the resulting wave of indignation has only recently receded. We thought we had been clever in sending complimentary tickets to the editor of the "Advertiser," especially as he spent a jovial evening in the bar at our expense. Next morning, however, possibly to emphasise the incorruptibility of the Press, he assailed us unmercifully. As a good journalist, he knew that nothing is more pleasant to read than a scathing attack on somebody else for doing something the reader himself would like to do but can't. "Young men in reserved occupations, mincing and frivoling among coloured lights and streamers to the strains of an expensive London band" were again contrasted with "our gallant allies, selling their lives dearly among the grim realities of war," but this time the scene was "the rubbled ruins which once were Stalingrad." I admit we had wrapped one electric bulb in pink paper to impart a festive glow, but the reference to the band was really rather unkind, omitting as it did to mention that the expensive London band was reproduced on cracked records through an ageing phonograph. As branch Public Relations Officer, I felt bound to write pointing this out, and emphasising that, after all, we were still in Much Cowslip not Stalingrad, but the effect was altogether spoiled by unskilled (or skilled) cutting and an inch high heading . . . "Official claims right to Jitterbug." A further editorial comment deplored "the mentality which, while others meet with stern fortitude the fell incidence of war," sought to "escape into a tawdry world of leisured luxury and illusory normality." Was this, it asked, the reply of local officials to the Premier's call for a one-hundred-per-cent war effort? Was it not rather an unworthy example of "fiddling while Rome burned"? By a fortunate association of ideas, the editor passed to a vitriolic onslaught on supposedly Fascist influences within the Government, which he considered were protecting Rome from that long overdue fate. Rather peeved, but bowing to the storm, we resolved to hold no more dances for the duration.

I still clung to the belief that when reality is foul an occasional escape into a saner world of make-believe could be a tonic to morale, but how to provide our members with a periodic dose remained a problem until the N A L G O Brains Trust burst upon an awed Association. To my own surprise (and to the uncomplimentary amazement of everyone who knew me) I became a trustee. Apart from the pleasant sense of self-importance this quite unjustifiably gave me, it enabled me, after attending the first two sessions, to form a clear idea of the way to organise and conduct such a venture. I realised also that the nation is Brains Trust conscious, and inevitably I began to wonder whether Much Cowslip, where trends of thought were apt to be refreshingly original at times, might not be the first of many branches to establish its own local Trust. I had sufficient local patriotism to be sure that, if we did, ours would excel all others, in entertainment value at any rate.

I mentioned the idea to the Clerk, suggesting that regular sessions in public would provide valuable social occasions for members and their friends, and that not even the "Buttercup Advertiser" could attack a Brains Trust as frivolous. The Clerk, who, I fear, is secretly jealous of my membership of the N A L G O Trust, and welcomed an opportunity to prove his own superiority, was captivated by the idea. He persuaded Councillor Gumble to act as Question Master (we always try to drag in a Councillor or two for prestige value) and approved my proposal that the founder members should be ourselves plus Miss Legge (to represent the feminine point of view which, strangely enough, is always expected to differ purely by reason of difference of sex), Blatherpatch, to put the leftish viewpoint inseparable from any discussion of social problems nowadays ("Warn Gumble to stop him if he goes too far," said the Clerk), and Postlebury, who could not be called intellectual, but in his mild way was definitely representative of an important section of middle-class opinion. Membership of the Trust, we resolved, should be purely honorary, but reasonable and unspecified honoraria should be paid to the producer and the secretary. The Clerk undertook production and I shouldered the secretarial duties. The choice of questions was left entirely to Councillor Gumble who, as soon as the project was announced, was submerged by a flood of postcards.

Our first session was held in the Parish Hall last Tuesday, and every seat was occupied. Councillor Gumble briefly introduced us, to a chorus of applause, cat-calls, and a few vulgar comments. He explained that, in selecting the questions, he had eliminated any to which he himself could have given an answer, because he felt that the proper questions to place before such an assembly of experts were those which, so far as he knew, no one else had ever been able to resolve satisfactorily. The first question would be "How high is up?"

Naturally, we were momentarily taken aback, but when the laughter had subsided the Clerk recovered sufficiently to observe that, since the position of up depended entirely upon the point of view of the beholder, no actual limit could be placed upon its height—or depth, for that matter, since if the questioner went high enough, what had been up would become down and he would then have to ask how high was down. The contrary also applied and he considered it purely a matter of relativity.

Postlebury surprisingly contributed support, adducing phrases in common use such as "down on his uppers" and "it's all up" when anyone was down and out. He quoted the example of a lift girl saying "Going up" although the various passengers in the lift had varying destinations on different floors.

Blatherpatch wound up by arguing that the root trouble of our present social system was that we had upper and lower levels, and pointed out that the eventual abolition of class distinctions would certainly remove any social application of the term.

Councillor Gumble intervened with the next question—"How long is a piece of string?" I felt we were hardly dealing with the type of problem I had expected, and started to make a protest, but was silenced by the Question Master and the indignant hoots of the audience, who were obviously enjoying it immensely. Miss Legge nobly attempted an answer by saying it was the accurate measurement between the ends, whatever that might be, a definition which held good for any length of string, though the measurements themselves might differ. Postlebury, instead of leaving well alone, complicated matters by suggesting that the length of any individual piece must depend upon the amount of tension exerted, since a stretched piece of string would, by virtue of a certain degree of elasticity, be longer than the same piece in its natural or relaxed state, not subjected to any longitudinal stress. Councillor Gumble summed up these replies as "It's longer if you pull it" and passed on.

I was not at all surprised that the next poser was "Which would you rather bee or a wasp?" Fortunately Postlebury proved to be an authority and launched into a comparison of the habits of the hive bee with those of the mason wasp. Miss Legge followed by humming the "Bees' Wedding" and describing, with more eloquence than accuracy, the romantic passion and ultimate tragedy of the nuptial flight.

Blatherpatch discoursed learnedly on the disinterested communism of life in a hive, contrasting it with the selfish greed of men. I rather feebly gave a recipe for converting honey into treacle, which nobody would wish to do, and the Clerk described the sensation of

(Continued on next page, at foot of column 1)

NALGO PRESS "Jackass" Reviews Branch Magazines

v Boys

Y post since the last review includes two issues new to me, though both e evidently been in existence some time.

Warwickshire COUNTY OFFICERS' BULLETIN t neat and clean cyclostyled production sedly easy to read. It sets out only to tribute branch service news, social activity orts, and personal gossip, and succeeds nirably. Editor J. C. Truswell hopes to blish regular quarterly publication.

When I see an unpretentious bulletin so well duced, I always hope that someone will ome ambitious and seek to expand it to magazine standard. The ability is obviously e; perhaps when the paper is too we may a journal from Warwickshire rivalling KENT COUNTY CHRONICLE.

Different in purpose but equally effective its limited field is INFORMATION (**Brecon nty**) issued monthly by Bill Hargest to nbers serving in the Forces. An exlier himself, he knows from experience value of such a link with old friends, devotes himself to keeping every serving nber informed about other serving members. at struck me particularly was the amount trouble he must take to gather his news.

odigal Son

My plaintive inquiry about CALLING CROYN brought a jocular letter from the branch retary and a copy of the Autumn edition. ch reduced in size by paper restriction, still a lively and competent branch journal eat and simple in appearance and varied contents. "Observer" knows how to ort a committee meeting and a branch eral meeting in such a way that the ordinary nber who so seldom attends anything will least read the result.

ince one lost sheep has returned to the fold, onder whether similar tactics might reveal er old favourites still flourishing in secret. ckney PAY-DAY, ALL SWELL, **Colchester** VEN, **Finsbury** FORUM, **Wallasey** WHEEL, sgow CIVIST, **Blackburn** and **Doncaster** h AT YOUR SERVICE for examples. What happened to that **South Wales and Monuthshire** journal (at least, I think it was

uch Cowslip Brains Trust

(Continued from preceding page)

ng stung on his bald head at Bognor Regis a large bee and a small wasp at one and same time, though not in identically the ne place, pointing the moral that size is always a criterion of efficiency. This was ily our best effort, and Councillor Gumble not hesitate to voice the obvious gratificam of the meeting for the amazing variety information supplied.

The final question (I knew it was bound to low) was: "Which would you rather do or fishing?" Miss Legge rose to emphasise t one never saw women among the motions huddles sitting along the canal bank, but had suffered enough. Ignoring Councillor mble's calls to order, I interrupted to say t it was 9.50 p.m. and the session should refore be brought to a close. The roar agreement proved to be the most popular servation of the evening, and we adjourned a body.

For our next session, we propose to rely the same team. Fortunately, we have naged to convince Councillor Gumble that, view of the many calls on his leisure, we could possibly avail ourselves of his kind offer to ntinue as Question Master. So there will initely be a new one—and whether it is fair not, we shall equally definitely have a look the selected questions beforehand. There a lot to be said for a well-prepared promptu.

theirs) which courageously charged threepence per issue and got it?

Are they all dead . . . or do they only sleep?

Not Stony Ground

Recently I remarked on the inadvisability of too small type, and cited **Ealing's** IN & OUT as an example. Far from taking umbrage, the editor quotes this gentle criticism in his October issue and reverts to an eminently readable type. I find it an improvement—and the loss of words is compensated to some extent by omitting page headings and reducing margins.

I appreciate the pleasant spirit in which a comment intended to be constructive was accepted in that way.

A Pointer?

In the many articles published on affiliation to the T.U.C. there seemed a noticeable tendency to support. Where the branch had officially adopted such a policy, the support was open and direct, in other cases an attempt at impartiality was made. I don't doubt the genuineness of the attempt, but I had a feeling that in most cases the editor did not quite prevent his personal inclination peeping through the parade of pro's and con's.

It will be interesting to see whether this proves an accurate reflection of NALGO opinion, or only that branch editors as a body are "leftish"—or should I say progressive?

Bolton—Bolton—Bolton

Far too many editors once again fell into the old trap of wasting space by dealing fully and formally with the Bolton judgment and its implications. A decision of such importance was bound to be reported and explained at length in LOCAL GOVERNMENT SERVICE. To anticipate this—worse still to follow it—with almost identical copy in local journals was unnecessary duplication.

Unless a national topic has a particular local application, or the branch views need expression, leave it to L.G.S.

Hail and Farewell

E. J. Lovelock (**Stoke Newington** SERVICE BULLETIN) is in the Navy now. His successor in the editorial chair is W. L. Stott. Good luck to them both.

Have a Heart, Lads!

Extract from KENT COUNTY CHRONICLE (Conference Report)—"Jackass was there—I do not think the Clerk was with him. In fact, he was accompanied by a lady delegate most of the time."

That took some explaining away. The atmosphere in the Jackass household is still noticeably cool!

NALGO BUILDING SOCIETY
War Damage Contributions

Members are reminded that, subject to certain exceptions, mortgagors may claim from the society a refund of part of the war damage contributions on their properties which were payable on July 1 last. Those who have not already made claims on the society are advised to do so. The collector of taxes' receipt should be forwarded as evidence that the contribution has been paid, and it will greatly assist Headquarters if *the mortgage account number is clearly stated.*

Some mortgagors have not yet claimed in respect of their 1941 contributions. They should write to Headquarters for questionnaire W.D.A./2, on completion of which their claims will be dealt with.

AT RANDOM

By "Hyperion"

Big and Little Things

Lord Keynes once asked Mrs. Webb how she and her husband dovetailed in their political writings so successfully.

"Sidney decides about the big things, and I decide about the little things," she answered, "but I decide what is big and what is little."

* * *

Song for Pessimists.

Nothing to do but work,
Nothing to eat but food,
Nothing to wear but clothes
To keep one from going nude.

Nothing to breathe but air,
Quick as a flash 'tis gone;
Nowhere to fall but off,
Nowhere to stand but on!

—Benjamin Franklin King.

* * *

Hyperion's Food Column

"*A joint and two vegetables delivered by post may follow official experiments in dehydration of food—removal of water, leaving essential minerals and vitamins.*"

—Latest news from the Food Front

"Is dinner ready yet, Parker?"

"I will look in the letter box, madam."

It is estimated that if the winged words of Government spokesmen were to be dehydrated there would be nothing left on which to throw cold water.

"My husband says we are living through the agony of the social and economic rebirth of the world."

"That's just another way of saying we've got to eat Spam and like it."

—*Nathaniel Gubbins.*

"Take ½ lb. of butter."

From Mrs. Beeton's Cookery Book.

* * *

Unworthy Thought

I hear Mr. Jinnah
Is looking much thinnah.
I wish Mr. Gandhi
Weren't feeling so dandhi.

—"Bee" in the "Daily Mail."

* * *

Local Government Postbag.

Dear Sir,—The billitting lady said you was the ratispector so would you oblidge coming too see me as I have rat hoals. These hoals wot have been made was filed in by my dog again but they come every morning and my garden is scratted up something shockin if you would go down the hoals and putt some poisin in it mihgt do the rats some good as I carnt dig for victory with rats running all over the place and the dog waist time with his scratting all day and his pupps to if you come and see me you can look for the hoals yourself and you will see. I ought to have some poisin and oblidge——

* * *

Personal Column

HAVE YOU TRIED DELERIO, the new British port-type vegetarian sherry wine, distilled from the finest selected mangelwurzels and matured in old petroleum tanks? If not, there is a surprise in store for you. Sample bottle 25s. Sole Stockists: The Tremens Wine Distillery, Wigan.

PET LOVERS! Ignore the coal shortage and keep your dog's paws warm this wintertime with Cozipet Radium-impregnated Bed socks for the Dog with Cold Feet.

Maurice Lane-Norcott.

* * *

Mayoral Diary

"8.30 a.m. Fill bath to depth of 5 inches, stand on head and wash ears."

—*Tommy Handley.*

NALGO ROLL OF HONOUR

KILLED.

Band, Sgt. A/G., R., R.A.F. asst. parks supt., Enfield.
Carpenter, F/O., H.C., Army Co-operation, R.A.F., 26, Surrey C.C.
Crockett, Flt.-Lt. R. F., R.A.F.V.R., 25, St. Marylebone.
Cryer, P/O. G. E., R.A.F. education dept., Middlesex.
Downs, L.A./C., C. N. F., R.A.F.V.R., 20, St. Marylebone.
Evans, P/O. J. I., R.A.F.V.R., 22, health dept., Lichfield.
Fraser, Sgn. C., Army Tank Brigade Signals, public assistance dept., West Lothian.
Groom, Sgt.-Obs. J., R.A.F., 22, social welfare dept., L.C.C. (over Kiel).
Havenhand, Sgt.-Obs. J. C., R.A.F., Chesterfield R.D.
Howlett, P/O. S., R.A.F., health dept., Durham C.C.
Hussey, Mrs. M. R., Asst. Section Officer, W.A.A.F., finance dept., Middlesex (in air raid).
Johnson, Flt.-Sgt. B. W., R.A.F., electricity dept., Grimsby.
Lamerton, 2nd Lt. D. R., R.E. engineer's dept., Nottingham (in India).
Mullins, Sgt. J., R.A.F. Coastal Command, treasurer's dept., Cheshire.
Osborne, Sgt. D. L., R.A.F. North Middlesex County Hospital.
Ratcliffe, P/O. F., R.A.F. Coastal Command, public assistance committee, Rochdale.
Saunders, Sgt.-Pilot A.D., RA.F., accountant's dept., N.W. Midlands J.E.A.
Sheppard, P/O. G. E., R.A.F. 20, finance dept., Brentwood (in operational flight).
Smith, Sgt.-Obs. W. A., R.A.F. 21, town planning dept., Worcestershire.
Taylor, Sgt. W. S., R.A.F., treasurer's dept., Newcastle-upon-Tyne.
Topham, A/C2 L., R.A.F., treasurer's dept., Derby.
Weightman, Sgt.-Pilot E., RA.F., 21, surveyor's dept., Northumberland (in Middle East).
Woods, Capt. J., cleansing supt., Thurrock U.D.

MISSING

Barker, G. F., R.E., Bedford C.C. (at Singapore).
Bew, Tpr. A. W. T., County of London Yeomanry, finance dept., Middlesex.
Binfield, G., Dover (at Singapore).
Bishop, H. W., Essex.
Bushell, Sgt.-Obs. B. H., R.A.F. Coastal Command, 22, treasurer's dept., Folkestone.
Carr, Sgt. R., R.A.F., accountant's dept., N.W. Midlands J.E.A. (presumed killed)
Copland, Sgt.-Obs. L., R.A.F., estates dept., Norwich.
Crowe, N. S., R.A.S.C., Sale (at Singapore).
Edwards, Pte. L., R.A.S.C., treasurer's dept., Dagenham (in Malaya).
Evans, S.Q.M. Sgt. T. W., R.A.S.C., Redhill County hospital, Middlesex.
Forster, Sgt. G. P., R.A.F., treasurer's dept., Newcastle-upon-Tyne.
Garnett, Pte. C., R.A.S.C., treasurer's dept., Nottingham.
Gosden, Flt.-Sgt. D., R.A.F., 19, treasurer's dept., Hythe.
Graham, Flt.-Sgt.-Obs. W., R.A.F., assistant surveyor, Tonbridge R.D. (after raid on Kassell).
Halliwell, G. R., R.A.F., chief clerk to M.O.H., Bebington.
Hancock, Sgt.-A/G., H. W., R.A.F., relieving officer's clerk, Hemel Hempstead (after raid on Dusseldorf).
Hanna, P/O. N., R.A.F., electricity dept., Glasgow.
Hatch, Sgt. B. K., accountant's dept., N.W. Midlands J.E.A.
Haywood, Lt. J. J. H., G.M., R.N.V.R., architect's dept., Middlesex (presumed killed). Lt. Haywood was awarded George Medal for gallantry in February, 1942.
Hilton, Sgt.-Pilot W. J., R.A.F. Coastal Command, public assistance dept., Northumberland.
Morton, Sgt.W/O., A/G., W. E., R.A.F. 32, Stretford and District Electricity Board.
Newell, Sgt.-Pilot E. G., R.A.F., finance dept., Middlesex.
Northrop, Pte. G., R.A.O.C., treasurer's dept., Keighley (in Malaya).
Parbutt, Gnr. J. W., R.A., surveyor's dept., Cheshire (in Middle East, believed prisoner).
Read, W. H., Isle of Thanet (in Middle East, believed prisoner).
Scorer, W/M. F., R.N., clerk's dept., Durham C.C.
Shawyer, Sgt. W/O. A/G., R., R.A.F., housing dept., Stockton-on-Tees (in Middle East).
Stepney, Pte. S. H., accountant's dept., Thurrock U.D. (at Singapore).
Stratton, Sgn. D. J., Royal Norfolks, engineer's dept. Nottingham.
Strong, G., Blyth (in Malaya).
Tonkins, Gnr. J. R., R.A., Middlesex (in Middle East)
Waplington, Pte. H. P., R.A.O.C., treasurer's dept., Nottingham.
Wernick, Cpl. C., Royal Norfolks, treasurer's dept., Dagenham (in Malaya).
Wilson, L/Bdr. R., R.A., treasurer's dept., Keighley (in Malaya).
Wood, Ldg. Writer F. N., clerk's dept., Middlesex (presumed killed).
Wood, H. S., R.A.F., Sale (in Java).
Yates, Cpl. J., Cheshire Regt. (in Middle East).
Young, O S. K. S., R.N., clerk's dept., Liverpool (at sea —believed killed).

PRISONERS-OF-WAR

Archer, A. S., R.E., treasurer's dept., South Shields (in Libya).
Bell, H. W., R.A., electricity dept., Beckenham (in Singapore).
Bellamy, Pte. R., D.C.L.I., education dept., Middlesex.
Broadhurst, A. B. A., rental clerk, 25, Congleton (in Italy).
***Burch, F.**, public assistance dept., Croydon.
Butler, Sgt. F., R.A.F., traffic superintendent's office, Southampton (in German hands).
***Childs, Sgt. D. E.**, Essex Regt., 21, accountancy dept., Essex Rivers Catchment Board (in Italy).
***Dickson, L/Bdr. A. M.**, R.A., surveyor's dept., Kendal (in Italy).
Eiles, Dvr. F., treasurer's dept., Liverpool.
Gravell, Lt. T. J., R.A., education dept., Middlesex.
Hayley, Lt. H. W. B., education dept., Middlesex.
***Henworth, Sgt. J.**, R.A.S.C., public assistance dept., Walsall (in Shanghai).
***Higham, Sgn. W.**, R.C.S., 21, Stretford and District Electricity Board.
Hope, K. S. D., asst. master, Arclid Instn., Chester.
Hutchinson, F/O I., R.A.F., chamberlain's dept., Glasgow.
Knott, Tpr. G. M. H., Staffs Potteries Water Board (in Italy).
Lister, C.K., R.A.S.C. (in Hong Kong).
McCleary, Pte. R. W., public assistance dept., Bootle (in Italy).
McDonald, Pte. D., weights and measures inspector, Bootle (in Italy).
Nash, Capt. M. T., Essex Rgt., 28, accountancy dept., Essex Rivers Catchment Board.
***Rawlinson, Sgt. Obs. J.**, R.A.F., electricity dept., Wigan (in Germany).
***Readman, Sgt. G. H.**, public assistance dept., North Riding.
Ridley, Pte. B., R.C.S., treasurer's dept., Nottingham.
***Roberts, Sgt. E.**, education dept, North Riding (in Italy).
***Rouse, F. A.**, education dept., Croydon.
***Sneddon, Pte. A. M. B.**, Royal Scots, public assistance dept., West Lothian.
Stafford, 2nd Lt. A. H., R.A.S.C., asst. solicitor, Manchester (in Italy).
Stock, L/Bdr. D. J., R.A., 27, St. Marylebone (in Italy).
***Sysum, Sgt., L. A.**, R.A.F., Gloucestershire (in Italy).
Ward, Sgt., D. J., R.A.M.C., education dept., Northumberland (in Italy).

**Previously reported missing.*

AWARDS TO MEMBERS

Military D.S.O.

Thomas, Acting Squadron Leader R. M., D.F.C., asst. relieving officer, Wiltshire. Official citation states: "Acting Squadron Leader Thomas has completed many sorties over enemy territory. He is a fine leader and a tenacious fighter. In June, 1942, whilst escorting a force of bombers from an attack on Le Havre, his skilful tactics frustrated the efforts of 12 F. W. 190s to engage the bombers. In the ensuing engagement, three of the enemy's aircraft were destroyed without loss. In August, 1942, he led a daring and determined attack on a number of enemy float-planes which were destroyed, despite the presence of enemy fighters. The next day, in low-level attacks on certain positions during combined operations on Dieppe, Squadron Leader Thomas's magnificent work won the admiration of the attacking Commandos. This officer is an outstanding Squadron Commander, whose great skill and faultless judgment have contributed materially to the many successes achieved by his squadron."

D.F.M.

Hunter, Flt./Sgt. E., chamberlain's dept., Glasgow.

M.M.

Boag, L/Sgt. B. M., R.E., lighting dept., Liverpool—in recognition of "gallant and distinguished services in the Middle East."
Turnbull, L/Sgt. J. E., R.A., assistant master, Mortimer Road school, South Shields. His column knocked out six enemy tanks in the advance from Gazala.

Civilian O.B.E.

Newman, C. J., town clerk and A.R.P. controller, Exeter. Member of N.E.C. and of N.A.L.G.O. Reconstruction Committee. The official citation states: "During enemy air raids on Exeter, Mr. Newman set an outstanding example of courage and devotion to duty. He took charge directly the raids started, and it was due in no small measure to his personality and organising ability that the civil defence services in the city carried out their duties so efficiently."

M.B.E.

Moyes, R. H., M.D., Ch.B., D.P.H., medical officer of health, Kingston-upon-Hull. The official citation states: "Throughout enemy air raids Dr. Moyes has played an important part in succouring wounded and victims and in encouraging the personnel of civil defence services. In one raid he assisted many trapped people and gave morphia to ease the sufferings of those who could not be immediately released. This necessitated crawling into tunnels when debris was still falling. Dr. Moyes has been medical officer at many incidents and he has always maintained a high standard of professional skill and courage."

B.E.M.

Walker, Miss M. A. D., assistant night nurse, City Hospital, Exeter.

COMMENDATION

Cheeseman, R. R., assistant secty, City Hospital, Exeter.

CORRECTION

We regret that in the October Roll of Honour, **Capt. M. T. Nash,** accountancy assistant, Essex Rivers Catchment Board, and **Capt. G. O. Thompson,** engineer's dept., Newcastle-upon-Tyne, both prisoners of war, were erroneously designated corporal.

HOW BERMONDSEY AIDS FORCES MEMBERS

By D. S. ROBERTS

WHAT is *your* branch doing for its members in the Forces? Are they hearing regularly from their former colleagues or are they rapidly becoming members of the Forgotten Legion?

The worst period of life in the Forces is the first three months. It is then, when everything is strange and different from civilian days, that the new soldier most appreciates a letter from the branch. When one of our members is called up, therefore, we send him a personal letter within the first few weeks.

The next step is to send him a copy of LOCAL GOVERNMENT SERVICE each month. It is better to send each member in the Forces a copy of the journal, even if it means several members in the office sharing a copy between them. And don't send the August number in September! Send it as soon as it is published.

With sixty members in the Forces—more than a quarter of our pre-war membership—it is not possible to write regular personal letters. But a circular letter is a good substitute. This is sent every quarter or every two months, and contains a summary of town hall and branch activities and news of the other members in the Forces, with interesting extracts from their letters. The main point is that it is a letter, with a personal note, not an official circular.

Prisoners of war and members serving overseas get, in addition, a personal letter from the secretary, and prisoners are sent tobacco and cigarettes.

In addition, the branch organisation is placed at the disposal of all its members in the Forces. Many colleagues find, after they have been called up, that there are endless items relating to their civilian life which have to be settled. How useful to know that their branch, with its secretary, is at their disposal.

When one of your colleagues looks in when on leave, do you allow him to wander disconsolately through offices full of the unfamiliar faces of the temporary staff, or do you make him really welcome? It is not a bad idea for the branch secretary or chairman to take him to the canteen for lunch or tea.

Thus, slowly, we have built up an organisation that connects up all its members wherever they are stationed. The links extend to all parts of the British Isles, to India, West and South Africa, Bermuda.

Who, it may be asked, does all the work involved—collecting the addresses, writing the circular letter and addressing the envelopes? In Bermondsey, the secretary finds time to do it, and the letters he receives in return amply reward him for the labour. However, where the secretary is unable to do it, the sports and social secretary might take it on.

Another of our schemes, though unfortunately it does not extend to all departments, is the Services' Aid Fund. This is a variation of the comforts fund idea. It was felt that, since most of those called up in the early days were members of the permanent staff and were receiving the balance of their civilian pay from the council, it was unnecessary to send them such things as cigarettes and tobacco. The members concerned agreed with this view, and the money collected each week was, therefore, banked to form an emergency fund, to be used should any of them become casualties and need assistance. When some of the pre-war temporary staff, who received nothing from the council, began to be called up, there was ample money in the fund to assist their families.

This scheme was begun by the housing department, and members contributed 6d. a week. Now other departments are taking it up.

Finally, the member who joins the Forces feels that he is still very much a member of NALGO and that it is a worth-while organisation, worthy of his support.

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BIRMINGHAM, 31

WOMEN'S CLAIM TO EQUALITY

THE position of women in local government cannot be divorced from that of women generally. During the war the social position of women has advanced slightly, but their economic position is still where it was in 1939 (as can be seen from the Whitley Council bonus award or the war injuries compensation scheme), although women are now not only *allowed* to remain in their jobs after marriage, but every inducement, from war-time day nurseries to British Restaurants, is offered to tempt them to do so.

The fallacy of the argument that the difference in pay is justified by the fact that a man always has a family to support is exposed by the 1921 census figures, which show that of every 100 men over 20 in England and Wales, 60.6 were either bachelors or married men with no children, and 16 of the remainder had only one child.

In Russia, a woman's position is raised socially by economic equality, and she is not only a parent, but a citizen of a community. She need not give up her job on getting married, and if she desires children she knows that under a state insurance scheme she can, for two months before childbirth and for two months after, be absent from work and receive her full wages, whilst a network of social services, including crèches and medical attention, ensures that parenthood is no more of a burden for the woman than for the man.

Surely this country, with its alleged respect for the individual, can solve its own like problems. If NALGO lays one brick in the structure of the new society then I for one shall find my membership justified. Conference has accepted the idea unanimously and we shall expect the N.E.C. to carry the matter further at its next meeting so that our rightful demand of equal pay and opportunity within the local government service may be met.

Ilkeston. VIOLET EVERTON.

NALGO "Sleeping Beauties"

THE present is hardly the best moment for Stanley Wood to put forward—as he does in the September journal—the outworn argument, belonging almost to the dark ages of thought, that women neither desire nor are capable of a basis of full equality with men. Women may serve in H.M. Forces, they may face the dangers of air-raids at their many and varied posts, but if perchance a woman is totally disabled then the old mentality streaks forth and she receives less compensation than a man.

Mr. Wood repeats the old fallacy that men are paid for their "social responsibilities." In fact, men are paid for work done, and the married man with eight children is paid no more than the man with one child for doing the same work.

Unfortunately, those who use the argument of men's social responsibilities are usually afraid of economic insecurity and appear to be incapable of visualising a country planned for economic freedom and adequate social security. Hence they live in fear that to give equality to women would mean the loss of their own jobs, whereas in fact their own conditions and standards depend upon doing away with the traditional blackmail threat that women can be brought in to do the work of men at lower rates.

As both Miss Howie and Miss Stansfield realised at Conference, there is great apathy amongst the women of NALGO. Could they have seen the levity with which their rights were discussed I am sure they would have been inspired to work to bring about a change. Women's sub-committees ought to function in every district instead of being appointed in some districts to satisfy Headquarters and then being strangled before they are born. The work of these sub-committees ought to be co-ordinated better nationally and their views made known to the public, and most certainly in the near future the Association should have a National Women's Officer.

Women have come to stay in all walks of life and cannot be dismissed back into the kitchen in a truly German fashion. They can and will play a tremendous part in shaping the better world, and in so doing they have a right to equality, and, what is equally important, economic freedom. I hope the women sleeping beauties of the Association will wake up and lend a hand.

Hamble, AUDREY M. I. PRIME.
East Kirkby, Nottingham.

READERS' FORUM

Readers are again reminded that, while pseudonyms are allowed, anonymous letters are not, and all correspondents must, therefore, send their name and address as a guarantee of good faith. Letters for the December number must reach the editor, 27, Abingdon Street, Westminster, London, S.W.1 not later than November 16.

More Women M.P.s Needed

THE article by Claire Madden in the October journal on women's claim to equal compensation for war injury is timely, interesting, and to the point. One wonders why more women do not take up the cudgels in their own defence.

The whole attitude of the government towards women of to-day and the things pertaining to them is absurd and savours of the Victorian era. yet there are more than enough women with votes to turn everything up-side-down (or perhaps it should be right-side-up seeing the mess things are in).

The present women members in Parliament are not very effective, and it is about time more of the kind needed got ready to step in. There will never be any change for the better until this is done. At present, the majority of women are not represented in Parliament at all.

Glasgow. E. C.

How to Get Them

MAY I draw the attention of women members of NALGO to the movement, "Women For Westminster," the object of which is to get more women on to local government councils and into Parliament. Their creative and constructive abilities, coupled with a moderating influence, will be needed in reconstructing and planning the post-war world. Lectures, discussions, study groups, and correspondence courses are arranged, and suitable women will be directed in their studies of the necessary subjects to fit them for serving their country. Particulars and enrolment forms can be obtained from the organiser, Miss Dorothy Evans, 14, Dartmouth Street, London, S.W.1.

Members interested in equal compensation for injury resulting from enemy action should get in touch with the secretary, Six Point Group, Redcap, Greenstreet Green, Farnborough, Kent. This group is conducting a campaign—"No Registration Without Equal Compensation."

Cranage Hall, M. KENNELLY (Miss).
Holmes Chapel, Crewe.

Why More for Bachelors?

I AGREE that the male is usually the family breadwinner—but so long as women are paid at lower rates than men, they will be employed as cheap labour in place of men. No one grudges a married man a higher salary, but why should bachelors with no dependants get the benefit of extra pay while single women, with dependants or not, are denied it?

C. O.

FUTURE HEALTH SERVICES
End of the Family Doctor?

I SHOULD like to make one or two points arising out of Dr. Sutherland's excellent article on planning for a healthier Britain.

As I see it, the "family doctor," upon whom such stress is laid, will gradually and inevitably disappear. If schools and works are all to be provided with adequate medical service, the health supervision of the various members of a family will not be under the one man. If the doctor is to be allowed a normal life, permitting of ample leisure and the opportunity for "refresher" courses, then, however few the families in his care (his salary being assured by the State) he cannot hope to be available always to his patients. We over-stress the importance of choice of doctor. If the pill is necessary, it scarcely matters whether it is administered by Dr. "A" or by Dr. "B." Co-operation between the various medical services would be made easy by the keeping of detailed health records of all families at "libraries" attached to the health centres and at a large "central library" attached to each Region.

Dr. Sutherland wrote of the co-opting of representatives of the medical profession on to the "committees controlling their services." This is not enough. Members of the medical profession should sit on *all* important committees even though these are not directly concerned with the profession. If the phrase "positive health" is to have the meaning which I suppose was intended, then in every aspect of our daily lives we must become "health conscious." Surely in the re-building of our cities, and in the improving of our working and living conditions, the doctors have every right to voice an opinion, and surely also, amongst intelligent people, this must lead to a much better co-operation between the members of the local authorities.

19, Conway Road, MURIEL HOPPER.
Luton.

"CIRCULARITIS"
Small Authority's Plight

I WILL echo your shout of "Bravo, Mr. Morrison!" when I observe the contemplated improvements in the drafting and issue of circulars actually in being. Until then, I remain sceptical. Especially do I doubt the effect of the proposal to "consult the officers of two or three selected authorities." I shall be surprised if they do not turn out to be the officers of large corporations or county councils, with considerable staff, and they will require to be men of much imagination if they are to visualise the "impact of proposals on other types of authority" as well as their own.

I would suggest that Mr. Morrison consults some departmental chief of a small authority, struggling desperately to run a sort of one-man band, overwhelmed with detail, with such staff as he ever had replaced by inexperienced girl clerks, themselves now subject to call-up. Daily there come the masses of circulars there is no adequate time to read, and daily the requests for returns from every Government department, old and new, asking for the details there is no time to extract from records there is no time to keep.

If, as financial officer to a rural district, I echo "Bravo, Mr. Morrison!" I fear it will be in a ghostly whisper from one into whose soul the iron has entered too deeply.

Woodside, Beltinge, W. GARDNER.
Herne Bay.

SOCIAL INSECURITY
Was it a Cause of War?

IN your leading article in the August journal you write: "It is now freely recognised that one of the fundamental causes of the present conflict is the absence in pre-war

ope of proper labour standards, economic -being, and social security.
ct, in 1914, Germany was attaining istrial superiority over the other nations, , to me, one of the mysteries of the 1914-18 is that Germany risked that superiority for sake of military conquest. And if Hitler's y aims had been proper labour conditions, nomic well-being, and social security, he ld have obtained them without firing a shot side Germany. "Mein Kampf" does suggest that they were his only aims.
Mussolini, too, seems to have had ideas about restoration of the Roman Empire not arising of economics. DOUBTER.

AFFING PROBLEM
ck Bottom Reached?

OUR excellent paragraph on the staffing difficulties of small authorities raises an portant point. The service has lost, through -ups, a large percentage of permanent cers with years of experience; they have n replaced by temporary officers who, ugh useful, would be the first to agree that re is no parallel between commercial life and al government. Any further withdrawal of perienced officers, I suggest, will lead to a akdown of vital services, with serious effects the war effort.
Let me give one striking example. It is imated that ten million gallons of milk were t to the nation last year through souring. million gallons of the commodity which not only the most easily assimilated food but essential to war industry. Workers in the pe shop of an aircraft factory, for instance. issued with a pint of milk a day, as a phylactic against the effect of fumes. Souring of milk is accelerated by dirty con- ions of production and transportation. May not, therefore, rightly conclude that this loss s directly attributable to the depletion of sanitary staffs of local authorities?
This is only one example of how depleted al government staffs place a brake on the r effort. Let us hope that the central thorities will see the red light in time.
"Caledonia," W. L. KAY, M.R.SAN.I.
Bilston, Staffs.

HE OVERTIME AGREEMENT
me Officers Penalised

The new overtime agreement has dis- pointed members serving the larger authori- s. In my own, the opinion seems to be at the N.E.C. has "missed the bus" since e new conditions are not so good as those eviously in force.
For example, a clerk who previously re- ived 2s. 3d. per hour overtime, will now get 0½d.—and for the first half hour he will ork for nothing.
I am in the transport department and have work for three hours on Sundays. For this shall receive single time only. Is there any her trade unionist today working on Sundays single time?
In the past, many district committees have cured higher rates of pay for overtime and nk holidays, but all this will be washed out the new agreement. Surely the N.E.C. ould have inserted a clause protecting e rates already in operation.
For the past 30 years no conditions have en accepted which have been so disastrous our members, and I trust the present N.E.C. ill not be allowed to negotiate again on our behalf. SEARCHLIGHT.

Obituary
H. W. STANTON

WE regret to announce the death on August 31 of **Harold Westwood Stanton**, town erk of West Hartlepool and president of e West Hartlepool branch for 20 years.
He was appointed deputy town clerk of Woolwich in 1915, and during his term of fice there was awarded the O.B.E. He ecame town clerk of West Hartlepool in 1921.

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B. and O. Fund Administration

A SPIRITED protest at the action of the N.E.C. in passing on to district committees the cost of administration of the Benevolent and Orphan Fund was made at a meeting of the **Eastern** district committee at the City Hall, Norwich, on September 19, Mr. C. F. Lolley in the chair. It was resolved unanimously to reject the proposal, which appears to be in contradiction of the paragraph in the 1937 annual report stating that the council would meet out of the fund the out-of-pocket expenses incurred by members in attending meetings of the B. and O. Fund Committee.

The staff side of the Eastern provincial council was re-elected, Mr. Willard (Welwyn) being appointed in place of Mr. Hooper, on service.

The meeting adopted a cordial vote of thanks to the N.E.C. for its efforts to assist members who might be affected by the possible evacuation of coastal areas.

The Lord Mayor of Norwich, Mr. J. H. Barnes, who was accompanied by the town clerk, welcomed the members. Expressing his interest and sympathy in the work of the Association, he urged that local government officers should not merely be content to play their part as officers in the work of reconstruction after the war, but should strive as individuals to secure for all that sense of security and justice which NALGO helped to ensure for its own members.

After the meeting the delegates were conducted round the magnificent City Hall, completed just before the war at a cost of over £250,000.

Value of Advice Bureaux

AT a meeting of the **Southern** district committee held in London on September 26, Mr. J. A. Haley (Bournemouth) presiding, reports of the executive committee on the "Blueprint for a Stronger NALGO" and on the questionnaire circulated by the NALGO reconstruction committee were approved.

Mr. J. H. Sowden Hall (Reading), the representative serving on the Citizens' Advice Bureau, reported on the valuable work accomplished, and mentioned the thanks accorded to NALGO for its co-operation.

Mr. J. Arnold (Windsor), chairman of the B. and O. committee, appealed to branches to return their quarterly report forms more promptly, pointing out that delays hampered the committee in its work and caused hardship to beneficiaries. It was clear, he added, that some branches could increase their membership, and it only needed the interest of a branch officer to see that this was done.

In view of the many improvements in salaries and service conditions reported by the divisional officer it was decided to make a special appeal to branches to secure 100 per cent membership, now so fully justified.

Whitleyism Progress

WHEN the **South Western** district committee met in Exeter, on September 12, Mr. R. T. Shears presiding, Mr. L. C. St. Leger Yeend reported upon the great interest now being shown by local authorities towards the South Western provincial council. With 41 constituent authorities it seems that, before long, if the council continues to make such progress, it might be necessary to reconsider the basis of representation so as to keep the constitution within manageable proportions. It was decided not to make any immediate suggestion in view of the propaganda which is now being conducted by the divisional officer.

The divisional officer gave details of improvements in salaries and service conditions since the last meeting, and the committee expressed satisfaction with the results obtained. The chairman mentioned the value of a local joint committee, several of which have been established lately, and hoped that, where possible, branches would try to secure the formation of these committees.

HOSPITALITY FOR WARRIORS

The districts, branches, and individual members below offer hospitality to members of NALGO in the Forces and stationed in their areas. To save space, the following contractions are used: *B.*—Buildings; *C.*—Council; *Cy.*—County; *C.D.*—Civil Defence; *D.*—Department; *E.*—Electricity; *Ed.*—Education; *Em.Hos.*—Emergency Hospital; *Eng.*—Engineers; *H.*—Hall; *Hlth.*—Health; *Hse.*—House; *Hsg.*—Housing; *M.*—Municipal; *O.*—Office(s); *P.A.*—Public Assistance; *S.*—Surveyor's; *S.W.*—Social Welfare; *T.C.*—Town Clerk's; *T.D.*—Treasurer's Department; *T.H.*—Town Hall; *Tt.*—Transport; *W.*—Works; *W.M.*—Weights and Measures.

(C) after an entry indicates that a sports or social club is available. Figures in brackets are telephone numbers—o. office and h. home. Names of exchanges are given only where they differ from the name of the town.

DISTRICT COMMITTEES

Metropolitan.—PERCIVAL W. BOND, C.O., Purley.

BRANCHES

Acton.—Miss J. PERGANDE, T.H., W.3 (ACOrn 3232).
Alloa.—W. HUNTER, Cy.B.
Ashton-under-Lyne.—W. B. BRADLEY, E.W. (C).
Aylesbury.—G. A. MELLOR, Cy.H. (C).
Barking.—R. D. BROWN, T.H. (Rippleway 3880).
Barnsley.—T. S. FARNSWORTH, T.D., T.H. (3232).
Blackburn.—J. COX, 42, Victoria-st. (C).
Bognor Regis.—A. C. TWORT, T.H. (1660).
Burnley.—J. M. HOLT, Ed.O., Manchester-rd. (C).
Cambridgeshire.—LEO MASON, Shire Hall.
Canterbury.—J. E. NEWPORT, M.B., Dane John (2826).
Chelmsford.—L. E. INNES, Essex Rivers Catchment Board, Essex Rivers House, Springfield-rd.
Cheshire County.—H. JONES, 47, Walter-st., Chester.
Chorley.—R. HIGHAM, T.D., T.H.
Cleckheaton.—F. NORMINGTON, El.W. (16).
Colchester.—A. E. GODBOLD, T.H.
Croydon.—A. E. ALLEN, P.A.D.; Mayday-rd., Thornton Heath (4433, Mayday Switchboard, Ext. 122).
Denny.—BURGH CHAMBERLAIN, Town House.
Dudley, Worcs.—S. N. COLYER, Sedgley Em.Hos. (2243)
Erith.—D. H. E. HOCKLEY, C.O.
Feltham.—Miss J. I. HEWETT, C.O. (2281).
Gillingham.—H. KING, M.B.
Glasgow.—Members invited to use Allies Canteen, 166, Argyle-st., as guests of branch.
Grangemouth.—District P.A.O., Lumley-st.
Grimsby.—J. W. L. BUXTON, T.D., M.B. (55141).
Hinckley, Leics.—J. G. S. TOMKINS, 16, Station-rd.
Hornchurch.—D. H. ELLIS, C.O., Billet-la. (3434).
Hounslow.—B. F. EMMERSON, C.Hse., Hounslow (C).
Hucknall.—E. H. ADAMS, Hlth.D., Watnall-rd.
Hull.—E. F. FOSTER, T.D., Guildhall (36880).
Ipswich.—Miss E. N. EDE, S.W.D., 19, Tower-st. (2208).
Isle of Wight.—S. H. MATTHEWS, Cy.H., Newport.
Kilsyth.—S. WRIGHT, M.B.
Kirkby-in-Ashfield.—L. H. JAMES, Gas D., Urban-rd.
Kirkcudbright.—W. KIRKLAND, Cy.O., Kirkcudbright, or A. N. BOTT, E.D., King-st., Castle Douglas.
Leicester.—S. DAWSON, Tt.D., Abbey Park-rd.
Lincoln.—Branch Secy., Cy.O. (monthly social).
Liverpool.—W. HART, 22, Duchy Chambers, Sir Thomas-st. (Bank 487).
Maidstone.—Miss B. W. SOLOMON, Rm. 226, Cy.H.
Manchester.—Miss A. BODENHAM or W. LEAH, Guild Office, 2 Mount-st., Man. 2 (BLA 6564) (panel of members offering hospitality in and outside city).
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Middlesbrough.—J. R. WILD, M.B. (3066).
Morley, Leeds.—N. WRIGHT, Ed.O., Queen-st.
Newcastle-upon-Tyne.—V. GRAINGER, T.H.
Newton-le-Willows, Lancs.—E. W. BUSHELL, Latham House, Cross-la.
Orpington.—R. H. JORDAN, C.O., 46, Bark Hart-rd.
Paddington.—T. F. DUNNING, T.H. (PAD 7672) (C).
Penarth, Glam.—J. THOMAS, 19, Albert-rd.
Reading.—J. H. SOWDEN-HALL, W.M.D., Field-rd. (4190).
Rochdale.—J. H. LEVER, T.H. (3181) (C).
Scunthorpe.—W. H. KENDALL, C.D. H.Q. Comforts Av.
Southall.—R. N. ROOK, T.H. (1374).
South Shields.—F. OLLIER, T.D., T.H. (1380).
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Stoke-on-Trent.—T. W. POOLE, T.C.O., T.H. (48241).
Sutton.—Miss L. RYMILL, 30, Aultone Way (Vigilant 6060 Ex. 24) table tennis club, Thursdays 7-10.
Walthamstow.—C. E. HARVEY, T.D., T.H., E.17.
Ware, Herts.—E. B. CULLEN, 17, Jeffries-rd. (gramophone music).
Warwick.—H. HAWES, Hlth. D., Shire Hall (340) (C., Old-sq., next G.P.O.).
Weymouth.—R. W. MILLER, M.O.
Wimbledon.—J. W. BABBS, Eng. D., T.H., S.W.19.
Winchester.—Miss J. Y. WALSH, T.D., Guildhall.
Worthing.—A. KENYON, T.H. (2700).
Wrexham.—H. BROOKFIELD, S.D., 1, Grosvenor-rd.
Yeovil.—Miss J. L. KEBBELL, M.B.

PERSONAL

Birmingham.—G. F. WILLCOX, 143, Southam-rd., Hall Green, B'ham, 28 (Springfield 2254); Miss D. UDALE, 55, Pakefield-rd., King's Norton, B'ham 30 (K. N. 2436).
Bromsgrove.—E. W. GOODMAN, The Pines, Scourbridge-rd. (secretary of Bromsgrove Branch).
Cheadle Hulme, Cheshire.—J. DARRICOTTE, Grove House, Grove Lane (Bramhall 306) offers "meals, bath, bed, snooker, table-tennis," etc., by appointment.
Esher.—F. W. KIRK, "Holmdale," Hampton Court Way, Thames Ditton (o. 2241; h. Emberbrook 2551).
Harrogate.—L. DELLOW, 4, Woodside (o. 503; h. 2808).
Scarborough.—H. WILSON, 32, Newlands-av.
South Shields.—J. Y. FAWCETT, "Earldene," 11, Windermere Crescent, Harton (1000).
Stourbridge.—J. H. CLARK, Southgate, Norton-rd. (57175).
Windlesham, Surrey.—G. LOWE, "Kersal," Woodlands-la.

And For Women, Too

The following branches offer hospitality and assistance to women members and relatives of members transferred to factories in the area:

Bilston.—Miss M. JOHNSON, Kingswood House, Wellington-rd.
Blackburn.—J. COX, 42, Victoria-st. (C).
Bolton.—Miss E. HOGG, T.C.O.
Cambridgeshire.—Miss W. E. ALDER BARRETT, Cy. Library, Shire Hall, Cambridge.
Cheltenham.—Miss B. A. RICHARDS, H'lth D., M.O. (200).
Croydon.—A. E. ALLEN, P.A.D., Mayday-rd., Thornton Heath (4433 Mayday Switchboard, Ext. 122).
Derby.—Miss D. A. JONES, "Elmhurst," Lonsdale Place, Uttoxeter New Road.
Feltham, Middx.—Miss J. I. HEWETT, C.O. (2281).
Gloucestershire, S.W.—Mrs. M. B. Harris, C.O., Kingswood.
Grantham.—Miss M. LYNN, Hsg. D., 36, Avenue-rd.
Lincoln.—Miss F. P. HARROLD, Infant Welfare Centre, Newland.
Maidstone.—Miss B. W. SOLOMON, Cy.H.
Newton-le-Willows, Lancs.—Miss F. B. JONES, Public Library, Crow Lane East.
North Cheshire.—Miss ATHERTON, T.C.D., Sale.
Southall.—R. N. ROOK, T.H. (1374).
Stoke-on-Trent.—T. W. POOLE, T.C.O., T.H. (48241).
Swindon.—Miss M. HURTNOLE, T. (Rates) D., C.O.
Winchester.—Miss J. Y. WALSH, T.D., Guildhall.
Warwick.—H. HAWES, Hlth.D., Shire Hall (340) (C., Old-sq., next G.P.O.).
Wrexham.—Miss M. E. THORPE, 94, Rhosnessney Lane (2925).

HOW NALGO HELPS ITS MEMBERS

AN extraordinary case under the Essential Work (General Provisions) Order has recently occurred in the North Western district. A member employed in the showroom of an electricity dept. found that his job was more or less redundant because of war conditions. He accordingly registered with the Ministry of Labour appointments board, and ultimately obtained a civilian appointment in the Royal Engineers. No objection was raised by his council, which gave him leave of absence for the duration of the war.

The member knew that the department was scheduled under the Order, and he therefore applied on the appropriate form for the permission of the national service officer to leave. This form was sent to the chief of the department, who apparently neglected to complete it on behalf of the council. The member reported the facts to the national service officer and then, as he heard no more and his leave of absence had been confirmed by resolution of the council, he took up his new job.

Two months later he received a letter from the national service officer pointing out that he had committed an offence under the Defence Regulations in leaving his employment without permission and was liable to three months' imprisonment and a fine of £100. He was instructed to return to his former employment "forthwith"—but fortunately decided to consult NALGO first.

The divisional office got busy and informed the regional controller of the Ministry of Labour. A full report was called for and, after an interview attended by the assistant divisional secretary, followed by a departmental investigation, the national service officer's instruction was rescinded and the member informed that he would be allowed to remain in his wartime employment.

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A Youth Section Can Cure Apathy

By TOM WEBSTER, Chairman, Glasgow Youth Section

MUCH has been written recently in LOCAL GOVERNMENT SERVICE on the need for some new stimulus in N A L G O. Too many members are content to sit back and allow a few "live wires" to argue and negotiate on their behalf, bestirring themselves only when some new attempt to worsen conditions affects their own peaceful existence. This problem of apathy is serious, since the strength of any organisation depends, in the long run, on the activity of its ordinary members. Part of its cure must be to arouse the support of new members who, some day, must become the mainstay of the Association. In this connection I feel that the Association leadership has failed to recognise the importance of the youth section.

In the July Journal, the writer of the leading article said: "The existing constitution [of N A L G O] offers youth every opportunity. No doors are closed to it, every avenue to influence and leadership in the Association is open . . . ." Theoretically this may be true, but in practice it just does not work out that way. It is only the exceptional youth who can take part in branch affairs on an equal footing with his seniors. Most are confused by the complicated machinery, overawed by the seeming wisdom and experience of the older members.

But there *is* one way of opening the doors to youth. That is by establishing a youth section. In it, the young members get valuable experience in committee work and, by mixing at meetings and social events, learn a lot about conditions in other departments. They work alongside companions of their own age and quickly lose any tendency to diffidence. Youthful talents, which would otherwise be obscured, are discovered and developed.

The rejection by Conference of Glasgow's motion on the establishment of youth sections was disappointing to those of us who have seen a youth section in action. Although the N.E.C. is not actively opposed to youth sections, its negative attitude has the same effect as opposition. The only objection it raised was that of "separatism," and this was enough to make Conference vote automatically against the motion. But a youth section would be separatist only in so far as no older members would take part. It would still be part of the local branch and would stimulate (as it has done in Glasgow) a livelier interest in branch affairs. It cannot be too heavily underlined that a youth section is not an organisation separate from the branch. It is part of the branch. Young N A L G O-ites are full branch members and are entitled to take part in all branch activities. The youth section has no power to formulate a separate policy on any N A L G O matter, but may, of course (and should), discuss N A L G O policy and give a lead in matters affecting young people. But it cannot in any circumstances become a separatist organisation. All branch policy must be formulated and carried out by the branch as a whole.

To quote again from the July Journal: ". . . . to create unnecessary machinery in the Association is to encumber administration and, incidentally, to add to administrative cost." Glasgow's experience disproves both these assertions. Its youth section has been in existence for more than a year and is still expanding. It is entirely self-supporting financially, deriving its income from subscriptions (3d. a month), dances, outings, and a concert party. We have club rooms of our own and have recently bought a piano. The only expense we have caused the branch was 15s. for the hire of a hall for the inaugural meeting.

The youth section organises its own activities. All are run by committees of youth section members under 25 years of age. There is, of course, a constitutional link with the branch executive committee—the convener of the education and extensions sub-committee is entitled to be present at all youth section committee meetings.

In fact, our experience has been that, by increasing recruitment to the branch, the youth section has played an important part in stimulating branch activity. We in Glasgow feel that the formation of youth sections throughout the other branches would be one of the most important steps in the revitalising of N A L G O, and we look forward to the time when the N.E.C. will reconsider its attitude and recommend that youth sections be formed wherever possible.

Meantime, we hope many branches will go ahead on their own initiative.

SALARIES AND SERVICE CONDITIONS

NORTH-EASTERN

Easington R.D. has decided to adopt the North-Eastern provincial council scales of salaries with effect from July 1, 1942.

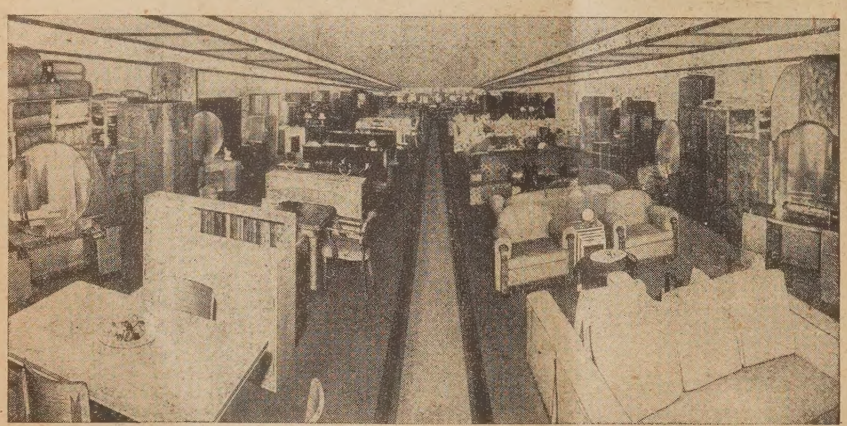
Seaham U.D. has decided to rejoin the North-Eastern provincial Whitley council and to accept all the implications of membership. The council has also decided to adopt the Whitley council's recommended scales of salaries with effect from October 1, 1942.

Sedgefield R.D. has granted an application from the divisional officer for an increase in the salary of a woman officer by £26 p.a.

South Shields has agreed to operate the improved scales of salaries adopted on March 2, 1942, with effect from April 2, 1942, and has also agreed to consider any further representations from the Association with respect to salaries of those officers not included in the special recommendations of the establishment committee.

Cost of Living Unchanged

The Ministry of Labour cost-of-living index stood unchanged last month at 200—29 per cent above pre-war level.



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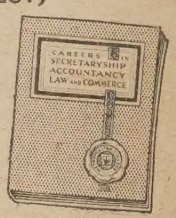

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